

CONCORDIA'S THURSDAY REPORT

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Eric Molson installed as new chancellor

Back in school

BY MICHAEL ORSINI

Eric Molson is glad to be back in school.

Not as a student, but as Concordia's fifth chancellor.

Ever since graduating 35 years ago, the 55-year-old business executive said he has a deep yearning every September to go back to university.

"This urge to study comes with the cool air and the changing of colours of the trees in our beautiful country," he said in his address to graduates at Fall Convocation, held Tuesday in Place des Arts' Salle Wilfrid-Pelletier.

"Here I am, not only back in school, but installed — don't worry, not permanently, but as a person who will play an active role in supporting our university, our students, our faculty, and our administration.

"It is with a sense of both pride and humility that I wear these robes,

for distinguished people have worn them before me."

Concordia, the Chancellor said, is a microcosm of the multicultural world out there.

"I link Concordia with Canada because I believe in the great strength that we derive in Canada from our diversity. Nowhere is there a better example of how well this diversity works than right here at Concordia.

"I have been, and continue to be, associated with several local institutions with long histories and great traditions, such as Molson [brewery] the Montréal General Hospital, and Club de Hockey Canadien. All of these institutions are old in the sense of history, and, like Loyola [College] and Sir George [Williams University], woven into the fabric of Montréal. Yet they are young in the sense of the times, for they are modern, up to date, and prepared for the future.

"For example, the day after the

Canadiens won the Stanley Cup this year, it was history. We had to get to work on the next season, because though each Cup enhances the tradition, a good past record does not win another Cup. Actually, it works the other way around, since our competitors try even harder to beat us.

"So with a university — each day brings forth new challenges, new opportunities. We must focus on the future, positively and optimistically. Concordia has proven that it does this well, which is another of the many reasons I'm delighted to be your Chancellor."

Chancellor Molson urged graduates to get involved in the debates that will shape the future of Canada.

"The more familiar I become with what I describe as the Concordia experience, the better I feel about the future of the country."

The Chairman of the Board of the Molson Companies Limited, Molson began his five-year term of office on July 1. He succeeds the Right Honourable Jeanne Sauvé, who died in January, 1993.

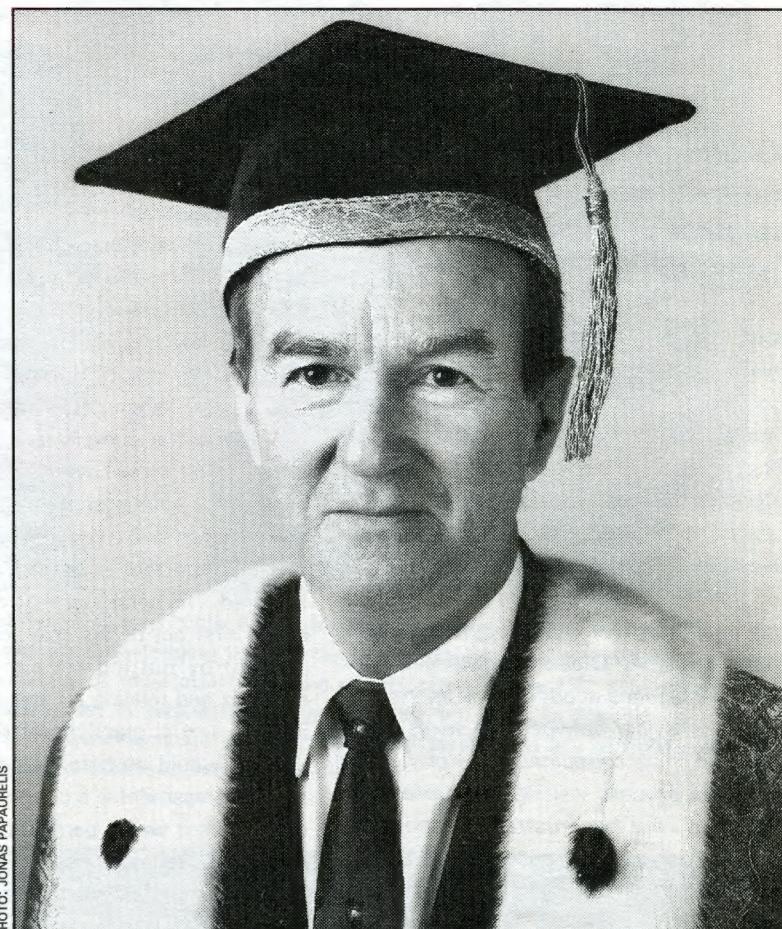


PHOTO: JONAS PAPARELLI
Chancellor Eric Molson

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Master lecturer

There was no room — even in the aisles, when Harvard paleontologist Stephen Jay Gould came to Concordia last week with his take on evolution.

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Maclean's does it again

The annual rating of Canadian universities by Maclean's magazine is out on the newsstands.

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Concordia is home to 1/3 of Canada's licensed drama therapists

Students take dramatic approach to therapy

BY JOSEY VOGELS

How would you feel if you had to re-enact some of the worse things that had ever happened to you?

Great, according to advocates of drama therapy, one of the emerging schools of creative art therapy. It

combines art, music, and dance in a non-traditional approach to psychotherapy.

Drama therapy, according to Theatre Professor Stephen Snow, is "the next-to-newest kid on the block." The only thing newer is poetry therapy, Snow said. He is the co-ordinator of Concordia's Drama in

Education programme (DINE), and one of a handful of registered drama therapists working in Canada.

Snow said many people, from autistic children to couples with infertility problems, have found that techniques such as role-playing, the use of puppets and masks and even face-painting can help to resolve

problems through non-verbal communication.

Snow described one exercise in which patients are the inhabitants of an imaginary town. The characters they choose tend to indicate their state of mind, Snow said.

"You get one person saying, 'I'm the mayor of this town,' and another says, 'Well, I'm Jesus Christ, and I'm going to heal everyone in this town.' Besides getting patients to fill you in on what's going on in their heads, this type of exercise also forces them to inter-relate.

"It's better than being on the couch. In a sense, you're going through it right at that moment, except you have the distance of the fact that you're playing a part, even though you're playing yourself," said Shoshanna Sperling, who took Snow's drama therapy course last summer and plans to become a licensed drama therapist. "It's so cathartic."

Canadian drama therapists are registered by the National Association for Drama Therapists in the U.S., which boasts about 150 licensed drama therapists. With no programmes in Canada, those interested in pursuing a career in drama therapy must study in the U.S. or England.

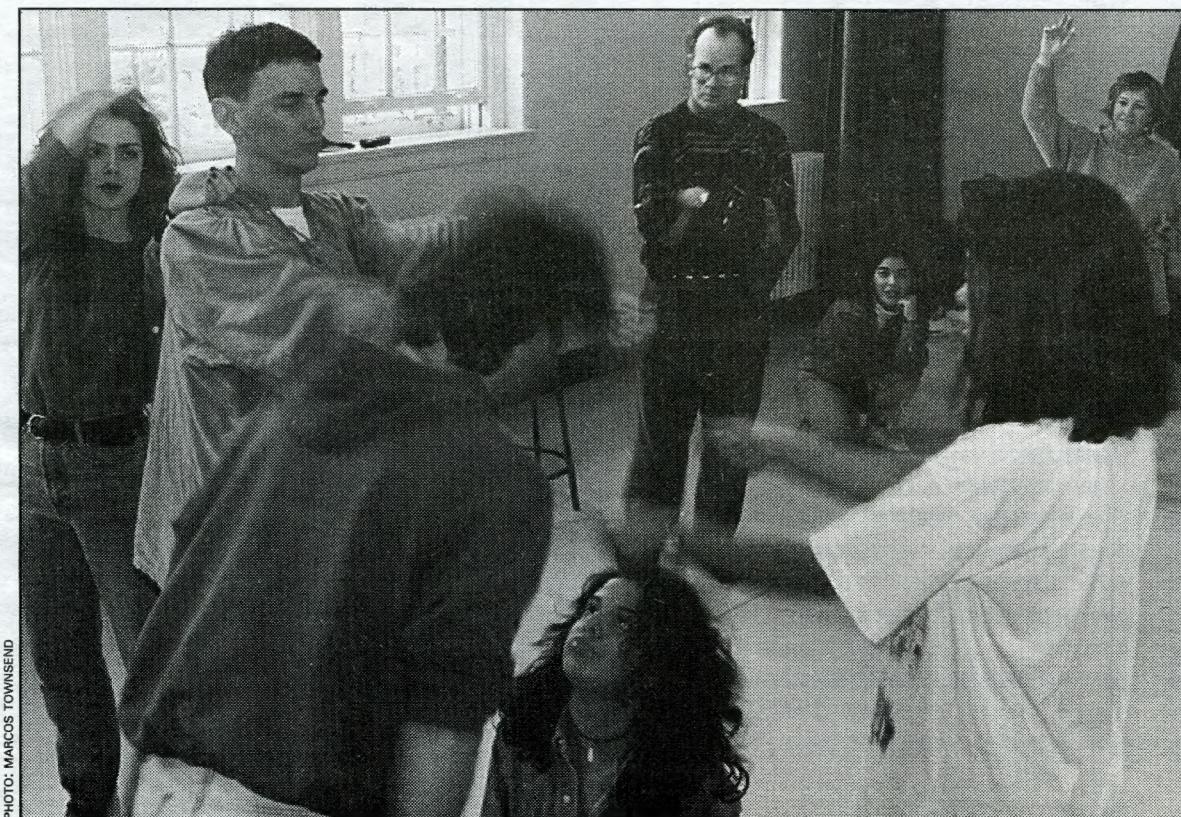


PHOTO: MARCUS TOWNSEND
Workshop participants turn themselves into a machine under the guidance of Theatre Professor Stephen Snow.

Continued on page 11

OFF THE CUFF

EDITED BY MICHAEL ORSINI

Off the Cuff is a weekly column of opinion and insight into major issues in the news. If you are a Concordia faculty or staff member and have something to say "off the cuff," call CTR at 848-4882.

Oleanna reflects the sometimes ambiguous nature of sexual harassment: Spilhaus

Oleanna, a play by Pulitzer Prize-winning playwright David Mamet, is almost sure to touch off a political firestorm when it makes its Canadian debut tonight at the Rialto Theatre. Inspired by the Anita Hill-Clarence Thomas hearings, the play, which stars Concordia Fine Arts student Jennifer Heywood-Jackson, explores the minefield of gender politics. Set in a professor's office during tutoring sessions with a female student, **Oleanna** challenges common perceptions about what is appropriate social behaviour between the sexes in the age of political correctness. The play opens with the student visiting the professor's office to vent her frustrations about the course content, which, she says, is beyond her reach. His attitude toward her leads the student to file a complaint of sexual harassment against him to a committee reviewing the professor's possible tenureship. **Off the Cuff** invited Concordia's Sexual Harassment Officer, Sally Spilhaus, to a preview performance of Bulldog Productions' direction of this provocative play, which has enjoyed successful runs in London, New York and Chicago.

How realistically do you think this play portrays the issue of sexual harassment?

"The situation was highly ambiguous, which is often the case when you're hearing people talk about their experiences. However, I don't think what we saw on stage in the first act was sexual harassment as defined in law or Concordia's policy. The advantage of theatre is that it exaggerates, and this forces you to think about the issues. What took place in the play — the tenure committee deciding against granting the professor tenure upon learning of the student's complaint — could not have happened at our institution. You would not have a tenure committee pronouncing guilt or innocence in a sexual harassment complaint."

"One of the assumptions the play tends to support is that the student is seeking revenge or punishment. The impression you have is that she's been co-opted by an interest group concerned about furthering their own demands. If a student came directly to me, my job would not be to put pressure on the student as the group did. My experience is that students are not looking for revenge or punishment. They want offensive behaviour stopped. They want the classroom climate to be better for women."

How would you have dealt with a similar case?

"As a member of the audience, you see it happen, you're watching it unfold in some context. When the parties come and tell you what happened, they are, as the professor in the play says, 'interpreting the behaviour of others through the screens they create.' When I'm in my office, at first I only hear the complainant's side of the story. I don't know how that student [in the play] would have described her experience and whether she would have been able to convince me that sexual harassment had occurred. The behaviour that we witnessed in the first act of the play [consoling the student by putting his arm around her shoulder and relating an anecdote comparing the sexual practices of rich and poor people] would be hard to substantiate as sexual harassment in a court of law. While I don't think it was a particularly wise move under the circumstances, I wouldn't like to think that somebody can't just put their arm around someone's shoulder. However, what the professor does later — pressing her body into his — is sexual assault."

This play is not strictly about sexual harassment. It touches on a number of other issues, including academic freedom and patriarchy. But the underlying issue here seems to be power, or abuse of it.

"In the vast majority of cases we're not talking about genuine sexual advances going wrong or just old-fashioned people who think it's OK to use certain language. More often than not, it's someone exploiting the power they have. Professors have considerable power over students."

Why has this issue so deeply polarized the sexes?

"Because I think in some cases, people are having to pay for their mistakes. We're talking about something very basic — the prerogative of power. People don't like to have this power taken away from them."

How do you think this play contributes to our understanding of this complex issue?

"I think a measure of the success of this play is that it's very hard to make clear-cut pronouncements on it. If a student says, 'My professor said if I don't sleep with him, I'll fail the course,' it's quite obvious. Mostly, it's not that clear-cut because human behaviour is never cut and dried. And that reflects the reality of what I have to deal with on a day-to-day basis. I found myself disturbed by the play, but I think that's good because I constantly question what I do and what the issues are. Sometimes, I feel like I'm swimming in molasses."

Oleanna runs until Dec. 12. For ticket information, call 272-3899.

History professor's book nominated for QSPELL award

Civilization has been a mixed blessing: John Laffey

BY HEIDI MODRO

History Professor John Laffey's new book, *Civilization and Its Discontented*, has at least two things going for it. It has been nominated for the QSPELL award as Québec's best English non-fiction book of the year. And its title has also been dubbed the year's catchiest by Richard King, Paragraphe bookstore's discerning owner.

As can be guessed by its title, the book deals with weighty historical subject matter which relates to current academic debate over the merits of Western thought.

Laffey's work traces the complex development of the concept of civilization from the 18th century until 1930. A specialist in French Imperial and European cultural history, he examines how the term has over the past two centuries marginalized and excluded women, non-Europeans, the insane and criminals from the active ranks of European and North American society.

Laffey's interest in the subject of civilization dates back to the beginning of his postgraduate academic career in the early 1960s at Cornell University.

Unorthodox approach

"Like many European historians, I've taught civilization courses for many years without thinking," Laffey said. "I eventually began to think about the term, and the negative value judgments associated with it."

After 25 articles, this is Laffey's first book. His publisher, Dimitri Roussopoulos of Black Rose Books, said the book is selling well.

"Although there have been very few reviews so far, the word has gotten around in Canada, the United States and Great Britain that it's an original and unorthodox approach to European history," said Roussopoulos.

Laffey shows how such thinkers as Charles Darwin and Sigmund Freud contributed to the stereotyping of these groups, and allowed politicians to justify the colonization of "savages" and the domestic disenfranchisement of women, workers and other groups.

Ideas of cultural superiority and inferiority go as far back as the ancient Greeks, yet the term "civilization" worked its way into the European vocabulary only in the 18th century, when the concept was linked to the Enlightenment's notions of human progress.

Civilization was epitomized by refined manners, which were the nobility's attempts to distance themselves from the common people, and took the form of wigs, powder and finger-bowls.

Sinister connotations

After the French Revolution, it was the bourgeois males of the 19th century who gave the word more sinister connotations. They defined civilization in terms of control of the self, of others and of Nature.

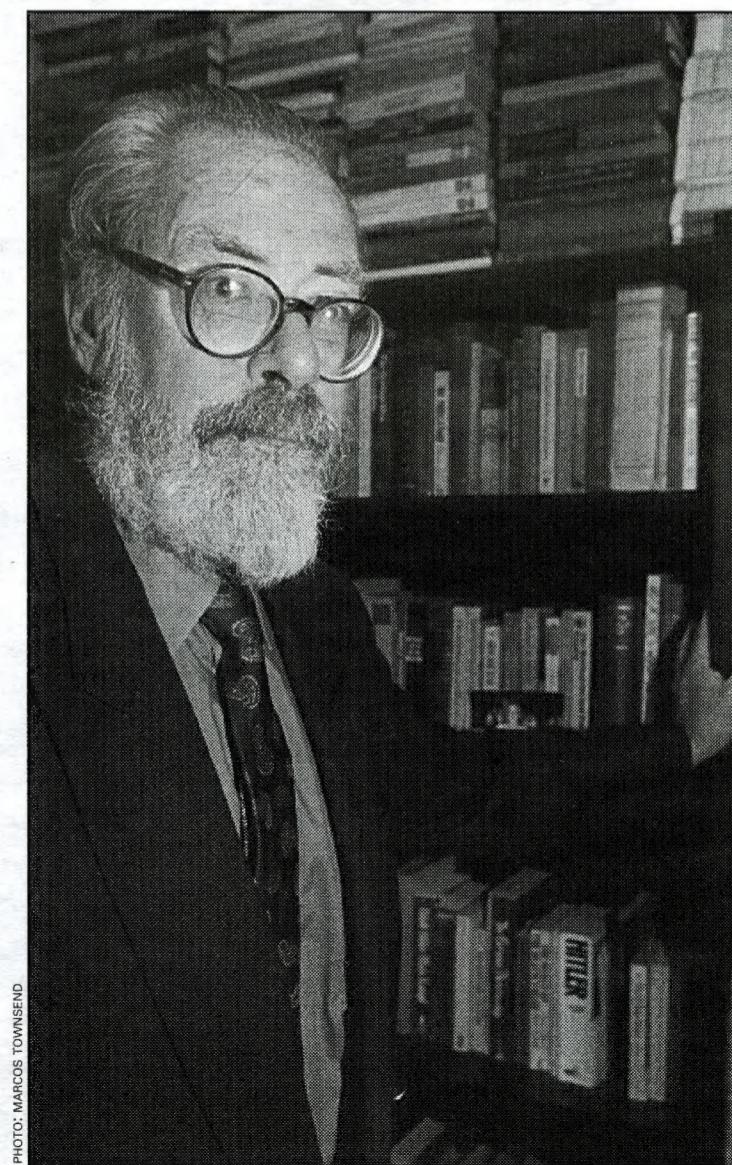
Those who didn't conform to these standards were branded as uncivilized — the working classes, non-Europeans, women, the insane and criminals, who were ostracized because they were emotional, unable to think rationally, and showed a lack of respect for the rule of law and private property.

The notion of civilization, according to

Laffey, died in the bloodbaths of the First World War (1914-18), when a generation of youth returned home from the front disenchanted with the values of the world they had been called to defend.

Sigmund Freud, who theorized that repression of man's basic instincts was important for civilization, felt that without social restrictions, man would live in a lawless, disorderly state. Yet Freud also acknowledged that repression on a collective basis led to events of mass psychosis such as wars. He could offer no solution to the problems which civilization has caused, though he called for reform.

Laffey doesn't have a definitive answer, either, but his book shows where civilization has done harm, and how it can be reconsidered.



John Laffey

"Space is not a vacuum," says Professor Abraham Boyarsky

The beauty of math brings order out of chaos

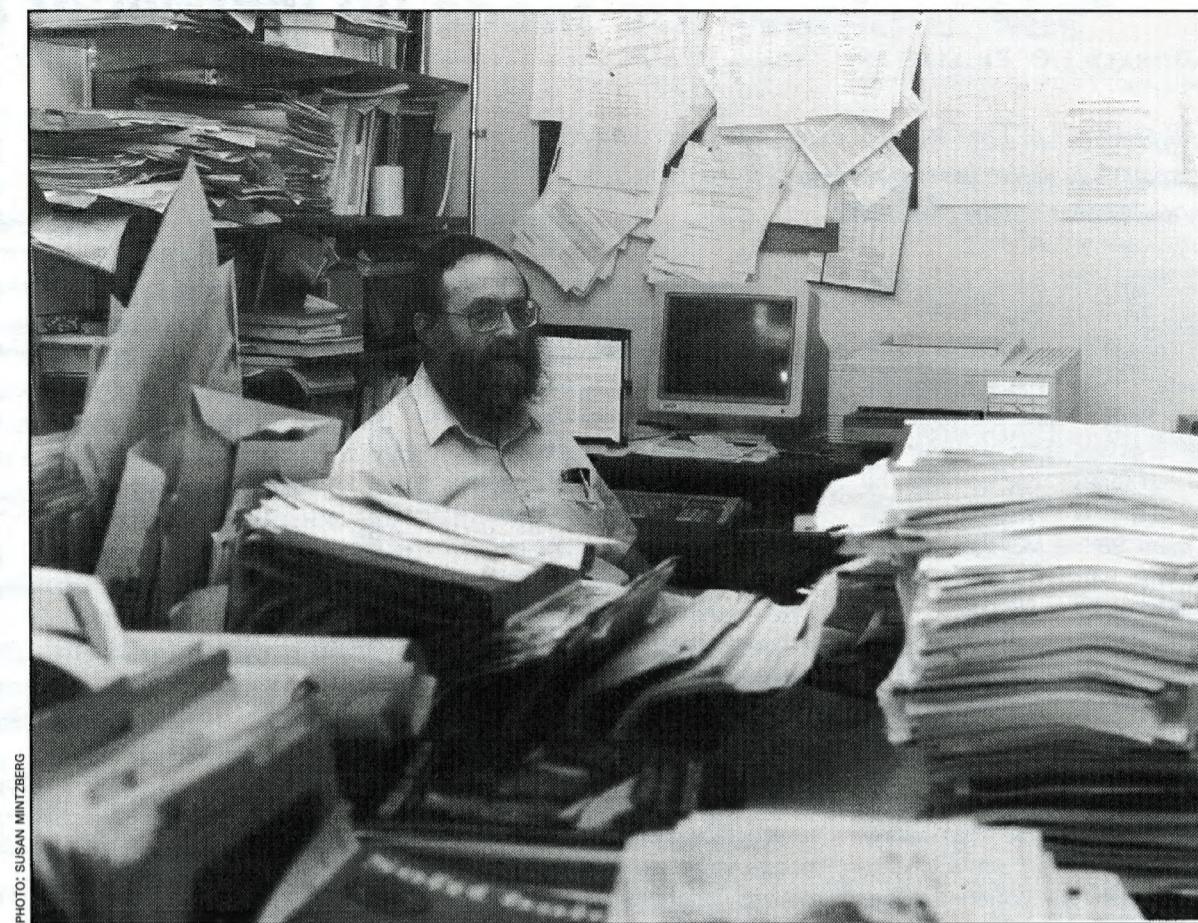
BY HEIDI MILLER

Abraham Boyarsky thrives on chaos.

As a father of 11, he encounters it every day at the kitchen table. As a writer of fiction, he makes it part of his novels. And as a professor of non-linear dynamical systems in Concordia's Mathematics Department, he uses and develops theories about chaos to get a better idea of what space is all about.

During an interview in his decidedly chaotic office on the Loyola Campus, Boyarsky used a famous example taken from a Massachusetts Institute of Technology meteorologist to describe what he studies.

"If a butterfly flutters its wings in Beijing, it will have an effect on the weather in New York City," he explained. The butterfly effect illustrates how sensitive a system can be. The way a ball on top of a hill reacts to a slight push is another example. So is smoke billowing from a smokestack.



Abraham Boyarsky

Monstrous animals

Back in the days before chaos theory, mathematics couldn't deal very well with things that weren't linear. The rules were simple then: small changes in initial conditions were expected to produce small changes in a system's behaviour. But even normally well-behaved physical systems sometimes seemed intractable.

"They were sort of monstrous animals, in the mathematical sense," Boyarsky said. So mathematicians found a way to deal with these monsters, and in the process gave a whole new meaning to the phrase "expect the unexpected."

"In chaos, there is a structure," Boyarsky explained, "But it is a probabilistic one." In other words, random-looking data isn't so random. A mathematician just has to take the time to find the deep-seated order of a system's behaviour. Boyarsky says that this has led to some pretty powerful, practical, even beautiful discoveries.

Fractals and chaos

Fractals are a prime example. "If you take the corner of a snowflake, you will see exactly the same snowflake again," Boyarsky said. "The structure repeats itself at deeper and deeper levels." This means that a snowflake's beauty or the pattern of a maple leaf's edges can be captured in one simple formula.

Fractals, a new field in geometry capable of generating and interpreting structures whose complexity and beauty rival those of nature, have generated a lot of excitement. Computer graphics programmers, for example, can create realistic forests and seascapes, and techniques developed from fractals have allowed us to compress information by a factor of 20 to 30.

But fractals are only part of the picture. Chaos theory also addresses such diverse challenges as helping people with irregular heartbeats and building the ideal oil-drill bit. It's even being used to try to predict how a highly volatile political situation might develop. Boyarsky and a Concordia colleague, Math Professor Pawel Gora, are addressing some of these questions in a book called *The Laws of Chaos*.

New slant on ancient ideas

Most fascinating and potentially controversial, however, is how ancient ideas have found a new life.

The general consensus is that light has the properties of both waves and particles, because it behaves like one or the other depending on how it's measured. Another generally accepted idea is that space is a vacuum. But

long before quantum physics and wave mechanics addressed the dual properties of light, it was thought that light looked like a wave because it was made up of particles that moved through a substance called ether. A more modern version of that ancient theory is being tested by Boyarsky.

"I strongly believe that space is not a vacuum," he said. If light particles behave the way they do, it's because they go through complicated structures that make them look like waves.

The reason we don't see these structures is that our levels of perception are more akin to a dune-trampling elephant's than to a dune-climbing ant's.

"If you have an ant on the sand-dune, it is able to feel all the indentations of the sand's structure," he

explained.

Boyarsky is using data obtained from light experiments to generate some theories about, and images of, the structure of space. Two of his papers on the subject have been published in the past two years.

Boyarsky said his work has affected his personal view of the world. The order that he sees arising out of chaos borders on the metaphysical.

"I think it's allowed me to become much more respectful of everything in the world, because when you know about fractals and chaos, you may see something superficially, but you know there's a deep underlying structure in it."

Want to learn more about chaos theory? There will be a lecture on "Chaos and Complexity" by Professor William Byers (Mathematics) on Thursday,

'Novel' pastime

Once in a while, between the births of his children, classes, and research projects, Abraham Boyarsky indulges in yet another passion. During those times, usually at his country home during the summer, he writes fiction.

"Math is my profession, and writing is my vocation," he said.

A "spare time novelist," Boyarsky has had three of his books of fiction published since 1979. Not bad, considering the 10-year hiatus imposed by the arrival of "six or seven children."

A Pyramid of Time, published in 1979, is a collection of Boyarsky's short stories. His first novel, *Schreiber*, is a post-war tale that won him the 1981 Gerald Lampert Award for best first novel by a Canadian writer. The post-Holocaust theme is picked up again in his most recently published work of fiction, *The Number Hall*.

Claire Rothman, reviewing it last January for *The Gazette*, said it is "a surrealistic novel about probability, the Holocaust and the human condition... Boyarsky has nothing but contempt for life in today's North America; he laments the consumerism and greed that he believes have destroyed traditional Jewish values."

As part of Jewish Book Month, Boyarsky recently read publicly from *The Number Hall* and talked about the relationship between science and literature. While not as prolific as he might like to be — when it comes to his writing, that is — he recently completed another novel.

— HM

Nov. 25 from 3:30 to 5 p.m. at Lonergan University College, 7302 Sherbrooke St. W.

In-Course Bursaries

Applications are now available from the Financial Aid and Awards Office for In-Course Bursaries. These bursaries are offered by Concordia University to undergraduate full-time, part-time and international students who are financially and scholastically deserving.

Information and applications can be obtained from:

The Financial Aid and Awards Office
McConnell Building, Rooms 085 and 185

The Dean of Students Office
AD-121, Loyola Campus

The application deadline is December 22, 1993.



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OPINION

BY DONALD J.C. PHILLIPSON

The following article was printed September 1 in The Ottawa Citizen, and is reprinted here, in an abridged version, by permission. The author has taught science policy in Concordia's Science and Human Affairs programme.

Presidency of NRC no longer a honour—it's a problem

The premature resignation in August of Pierre Perron as president of the National Research Council (NRC) looks like a protest against government science policy.

The NRC agreed August 25 on a long-range plan that defied the Conservative government's new spending cuts. This plan was made not by the Advisory Council, which gave up policy-making in the 1980s, and not by NRC researchers or Canadian science in general, but by Dr. Perron's management team. Despite this, Dr. Perron's letter of farewell to NRC staff said he decided "many months ago" to quit before the end of his five-year term.

The presidency of the NRC was for more than 30 years the top job in Canadian science, an honour as well as a challenge. In the 1960s, the NRC presidency became just one top job among several, as new centres of industrial and academic science grew to equal the NRC. The presidency is no longer an honour but a problem, perhaps an insoluble one.

The reason is that Management (meaning bureaucracy or civil service methods) finally controls government science.

Independent force

A three-way battle between Politics, Management and Science has gone on intermittently for 80 years. In 1945-75, the Scientists thought they won their independence on rational grounds. A permanent peace was negotiated in 1965-75 through an independent force, the new economic discipline of Science Policy, which promised both to protect Science from Politics and to exclude ordinary bureaucracy from interfering.

The catch is that the independent force collapsed. Too many of its theories simply turned out wrong, and its Canadian structures, the Science Council and the Ministry of State for Science and Technology, have now been abandoned.

Seldom interested in "running" Science, Politics took no action, and Science had been disarmed under the peace pact. So Management simply moved into the vacuum, and now controls Science. Larkin Kerwin, NRC president, 1980-89, was identified as a man of science;

Pierre Perron, though he has a PhD, simply as a bureaucrat.

A nuclear engineer with a successful career in administration, Pierre Perron knew the values of Science as well as those of Management. Aware of their conflicts, he tried, in a letter in August, to mediate them. But the Management system with which he is personally identified offers no comfort...

The wave of administrative reforms of the 1970s bore directly on the ancient struggle between Politics, Management and Science — and ultimately won the contest for bureaucracy.

Politicians and scientists usually held each other at arm's length, but did share one profound value: the importance of the individual personality. Trans-Canada Airlines and the CBC were not "state enterprise," C.D. Howe is supposed to have said — they were "my enterprise." Personal intervention is how politicians leave their mark on history: Lester Pearson in international diplomacy, Pierre Trudeau in the constitution and the Charter of Rights, Paul Martin and Judy LaMarsh in health insurance and the Canada Pension

Plan, and so on.

This is the way science works, too. Newton's and Einstein's laws belong to everyone, but are no less Newton's and Einstein's laws. The post-doctoral fellowship system of the National Research Council, widely admired throughout the world, was the personal creation of NRC President E.W.R. Steacie. John Chapman was the architect of the Canadian national space programme of the 1960s, Kenneth Neatby of the Department of Agriculture's scientific leap ahead in the 1950s, and so on. Personality is the opposite of bureaucracy, because personality means variety and bureaucracy requires uniformity.

Besides being independent of personalities. The System is supposed to be free of paradoxes. If it is really true that you need an extra \$112 million to make the NRC economically efficient, as Dr. Perron's August letter says, The System is supposed to find the money. But it does not. For decades, under both Conservative and Liberal governments, The System has consistently ignored alike advice and forecasts of national needs.

Task force wants community input

House-cleaning to be done on behaviour policy

BY BARBARA BLACK

Concordia's policies and procedures on "non-academic" behaviour, and the job descriptions of the administrators who deal with them, have grown organically over the years so that they now resemble a bureaucratic "layer-cake," according to Sally Spilhaus.

Spilhaus, who is the University's Sexual Harassment Officer, has been named Chair of the Task Force to Review Policies Pertaining to Rights, Responsibilities and Behaviour. The group has just issued an open invitation to the University community to make oral or written submissions with comments, suggestions and complaints about existing policies and procedures.

'Very timely'

Many people were aware of the overlapping jurisdictions, weak spots and areas of confusion, Spilhaus said, but the process of streamlining was "given a kick forward" by the dramatic events of August 24, 1992. "It's very timely."

Membership of the Task Force was chosen to reflect a wide range of expertise and perspectives. In addition to Spilhaus, they are Suzanne Belson (Ombudsperson), Brian Counihan (Dean of Students), Marik Giles (undergraduate

student), Shirley McLeod (Assistant to the Dean of Fine Arts), Jean-François Plamondon (graduate student), Sylvia Ruby and Brian Slack (faculty members).

The Task Force is issuing a widespread appeal to interest groups, administrators and individuals who have had direct personal experience, particularly of the handling by the University of human rights or disruptive behaviour issues.

Tight time-frame

However, Spilhaus warns that the group's time-frame is tight. They have been mandated by the Secretary-General and the Vice-Rector, Services to bring in their report by April 30, 1994. They hope to book all the oral submissions by December 10, and have the written submissions in hand by January 31.

Spilhaus devoutly hopes that those who propose submissions will present well-digested proposals.

"We don't want to hear thousands of detailed stories. We want people to think about the implications of their experience, and organize what they want to say, because we can't meet for the next three years. And if they've had a good experience, we want to hear that, too."

Proposals for submissions should be made to Sally Spilhaus, at 848-4857 or sent to S-K-110.

LETTERS

Concordia's Thursday Report is interested in your letters, opinions and comments. Letters to the Editor are published at the Editor's discretion. They must be signed, include a phone number, and be delivered to the CTR office (BC-117/1463 Bishop St.) in person, by fax (514/848-2814) or mail by 9 a.m. on the Friday prior to publication. If at all possible, please submit the text on computer diskette. Limit your letter to 500 words. The Editor reserves the right to edit for space considerations, although the utmost care will be taken to preserve the core of the writer's argument.

History of Mechanical Engineering article missed the point: McQueen

The article in *Thursday Report* (Nov. 4, 1993) on the 25th anniversary of Mechanical Engineering is abysmal. It neither gets across the accomplishments of the Department nor criticizes its deficiencies. It dwells on inconsequential aspects, giving the impression that the history is not worth reporting.

The publication was timed for the 25th anniversary of the first graduation; it was not necessary to belabour this in two paragraphs. It does not mention it was presented at a conference sponsored by the Mechanical Engineering Department on the 350th anniversary of Montréal. Instead, it dwells on criticisms to other submissions on the archives of the Canadian Society for Mechanical Engineering which over-emphasized the chairmen. However, it does not proceed to explain how the Department has been built by the collective struggle of a growing band of professors who developed a deep mutual respect.

The original paper presents the progress of the Department in seven tables and three graphs. One paragraph in the article is devoted to this but presents

only statistics on the Engineering Faculty, without mentioning the Department's role. Moreover, it garbles the figures on annual MEng and PhD graduation, which started from zero in 1968 (the year of inception) to 50 and 10 respectively in 1992. There is not a single word about the successes of either the students in taking innumerable top places in inter-university design competitions or of the professors in establishing research centres and winning international professional awards.

Finally, the interview discussion of the most important change in the Department over 25 years is not even mentioned. That real revolution is in the field of computation: the slide rule gives way to the hand calculator and then to the personal computer; theses with carbon copies are supplanted by word processors; analog graphs are replaced by digital data acquisition with tremendous improvement in control; and hand-drawn design diagrams are displaced by computer-aided design.

The Department would be pleased to present a copy of the real history to anyone who requests one at H-549 or 848-3131.

Hugh McQueen
Professor, Mechanical Engineering

CONCORDIA'S THURSDAY REPORT

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 **Concordia**
UNIVERSITY

Rita Terzian wins gold medal, gives valedictory address

BY BARBARA BLACK

Rita Terzian is one of those success stories that makes us all proud. On Tuesday afternoon she took centre stage at Fall Convocation, not only accepting the Governor General's Gold Medal for academic excellence, but giving the valedictory address.

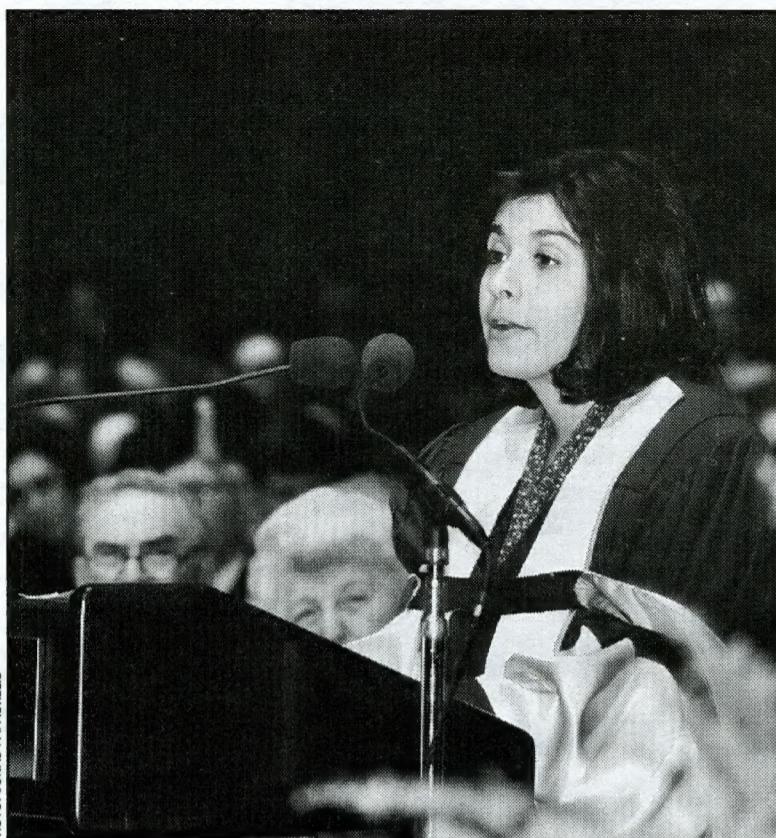
Terzian, 29, arrived here from Lebanon 10 years ago, and got her Bachelor of Science in Chemistry from Concordia in 1986. She worked for two years at DVA Pharmadev Canada Inc., a consulting company, and then came back for graduate work.

She worked for the next eight years with Chemistry Professor Nick Serpone on the photodegradation of organic pollutants with titanium dioxide, and also with ultrasound, graduating with her doctorate last June.

Why did she win the medal?

"Honestly, I don't know," she said. Her GPA was a steady 4.0, "but lots of people have high marks. I think it must have been something to do with my thesis."

Terzian met her husband, Darren Lawless, when they were both undergraduates; he also got his PhD from Concordia. She came to Tuesday's Convocation ceremony from Chicago, where she has been doing post-doctoral work in a quite different field, electron transfer, at the



Rita Terzian

Argonne National Laboratories, a U.S.-government research body.

Her Concordia mentor, Professor Serpone, was full of pride at the Place des Arts ceremony yesterday.

"I couldn't have been more pleased," he said, "not only at the award, but at her valedictory address. I have the reputation of not dishing out compliments, but in this case, well, I can hardly find the adjectives.

"You know," Serpone added, "both valedictorians — this one and last June — have been Chemistry students." Pierre Kennepohl, one of four Concordia students who won prestigious Centennial scholarships from the National Sciences and Engineering Research Council, gave the valedictory address at the Faculty of Arts and Science's Spring Convocation.

French delegation visits Concordia EMC lab

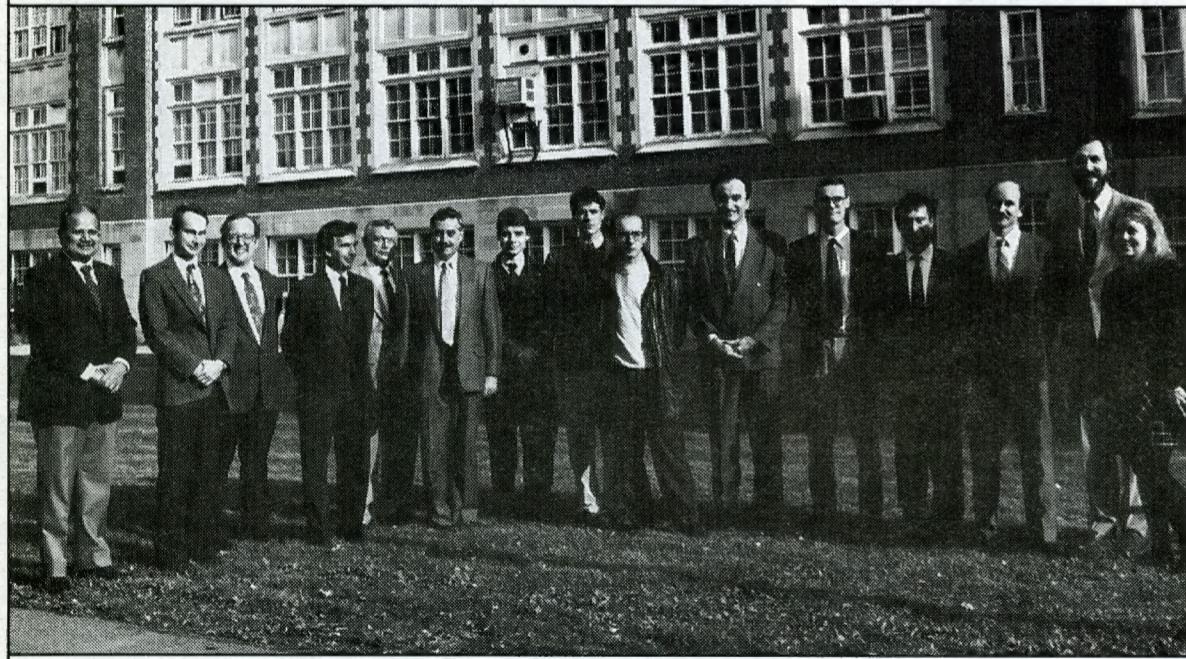


PHOTO: W.C. CROSS

A French technical delegation and representatives from the Defence Research Establishment Ottawa (DREO) visited the Electrical and Computer Engineering Department's EMC Laboratory last month. The visit was a chance for the French team, which requested the tour, to look into collaboration possibilities with DREO and Canadian research laboratories. Following a welcoming address by Engineering and Computer Science Dean Donat Taddeo, visitors participated in a series of seminars on the Laboratory's current projects in applied computational electromagnetics and computer techniques for electromagnetic compatibility (EMC) analysis. Seated from left to right are: Computer Science Professor Bipin Desai, Electrical and Computer Engineering Professors Robert Paknys and Christopher Trueman, Dean Taddeo, Electrical and Computer Engineering Professor Stanley Kubina, Raymond Charbonneau, Defence Research Establishment Ottawa (DREO), Marc Lesturgie, Head of Future Radars Group of Paris's Office National d'Études et de Recherches Aeroespaciales (ONERA), Rémy Bayou, Chef de la Division Télécom of Direction des Recherches, Études et Techniques (DRET), Marc Howian of DRET, Gilbert Multédo of Thompson-CSF in Paris, Pascal Bonnaud and Christophe Le Martret of the Centre de l'Électronique de l'Armement (CELAR), William Read and Brian Kozminchuk of DREO, Pamela Fox, EMC Laboratory Secretary.

NAMES IN THE NEWS

COMPILED BY ITA KENDALL

Concordia faculty, staff, students and alumni/ae pop up in the media more often than you might think! This year, to cut costs, CTR no longer subscribes to a broadcast-monitoring service, so if you hear a Concordian on radio or television, let us know, at 848-4882.

Joya Sen (Management) pointed out some of the problems faced by part-time workers in a *Gazette* story about women who work in direct sales.

Excercise Science Chair Bill Sellers explained that physiological age does not always match chronological age in a recent *Gazette* article about older athletes.

The Western Star (Corner Brook, Nfld.) featured Jim Howden (Education), who showed French teachers from across that province how to make group learning more effective at a Corner Brook conference.

Al Pinsky (Painting and Drawing) was mentioned in the *Hawkesbury Express* regarding a series of three lectures he gave in October on "Modern Art: 1945 to the Present" at a new gallery there.

An exhibition in St. Jérôme by Bonnie Baxter (Printmaking and Photography) caught the attention of the *Journal de Montréal*, which featured her "Icons of the Artist of American Origin" in a story.

Political pundit Guy Lachapelle (Political Science) wrote in a *Globe & Mail* article about the surprises in store for first-time, low-profile Bloc Québécois and Reform MPs. He said opposition backbenchers will find themselves toiling in thankless obscurity.

Corinne Jetté's (Engineering and Computer Science) work with the Foundation for the Advancement of Aboriginal Youth was discussed in *Tekawennake*, a newspaper in Oshweken, Ont.

A *Calgary Herald* column noted that Kathy McDonald (Athletics) was one of the featured speakers at a University of Calgary conference on sexual harassment called "Out of Bounds."

Siricon Inc., based in Concordia's Centre for Building Studies, was praised in *Habitat* for organizing a seminar on energy-analysis computer software. Professor Radu Zmeureanu was quoted in the article about the emerging technologies, which were first developed in the mid-1970s by California's Lawrence Berkeley Laboratories.

The expertise of David Howes (Anthropology and Sociology) was featured in *Self*, a health and beauty magazine. He explained that some women may avoid fragrances because of the sour memories they trigger. Negative connotations about perfume might persist because in the past, he said, Calvinist religious reformers sent women to the stake for wearing perfume.

Michel Laroche (Marketing) was quoted in *The Gazette* business section about Air Canada's marketing techniques.

University Affairs took note of the opening last year of Concordia's Native Student Centre, which assists aboriginal students. The centre will receive \$200,000 from the Québec government to help it over the next three years.

Education Chair Jon Baggaley's new technique for evaluating the effectiveness of educational films was featured in a *Uni World Discoveries* column. The technique's instant-feedback feature has excited educators, who could use it to monitor children's reactions while they develop educational materials.

Deux Actrices, made by well-known film-maker Micheline Lanctot, was the topic of a column in Toronto's *Playback* magazine in September. Lanctot has taught in Cinema.

For sale: One smart house

BY SUSAN SCHUTTA

Does your house turn on the lights when you walk into a room, and turn them off when you leave? Does it give you fresh air without being drafty? Does it let you turn on the oven, regulate the temperature and turn off lights by telephone? Does it talk to you?

Of course not. You're not living in the Novtec "smart house."

Chosen as one of 10 high-performance homes by Energy, Mines and Resources Canada's Advanced Houses Programme, the Novtec House is designed by Siricon Inc., which is based in Concordia's Centre for Building Studies. It offers research applications to the construction industry.



Dino Gerbasi

One-quarter of conventional energy

Dino Gerbasi, Siricon's Novtec Houses project co-ordinator, said the 11 innovations in the smart house fit into three general categories: the building envelope (walls and floors), the mechanical systems (heating, air-conditioning, etc.), and the space-age home automation system that lets you turn on your dryer by touch-tone phone. Put together, these innovations mean the Novtec House can run on 25 per cent of the energy a conventional



The Novtec "advanced house" at 1065 Joseph Tassé St., in Ste. Dorothée, will be intensively studied by Siricon, which managed the project. The home is owned by Celfortec, which provided the bulk of the financing and developed the innovative wall assembly.

al home would use.

One of the goals of projects like the Novtec House, Gerbasi said, is to push the limits of the construction industry. By showing that an environmentally friendly, energy-efficient home is not only possible but potentially economical and marketable, organizations such as Siricon and Energy, Mines and Resources Canada hope Canadian building standards will improve.

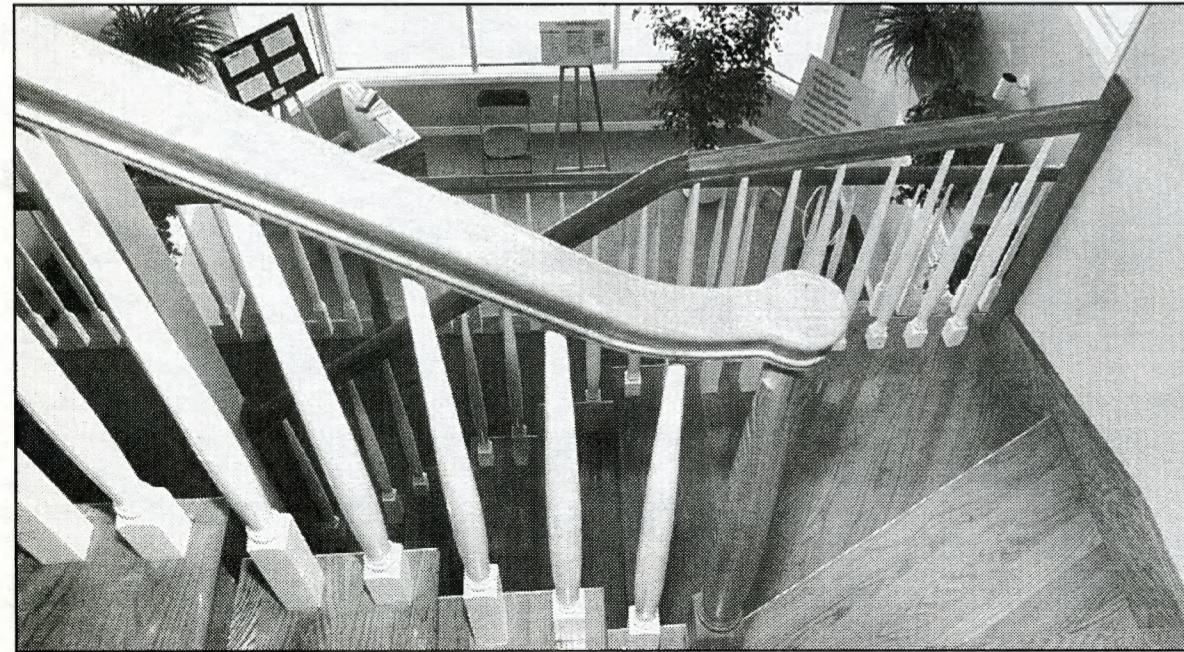
As an example, Gerbasi points to the Novtec house's Integrated Home Comfort System, which controls heating, air-conditioning and indoor air quality. "It's safe to say most new homes need a ventilation system," said Gerbasi. "New houses have poor air quality because they are better sealed than older ones. Fresh air used to come through the

walls. A drafty home is uncomfortable, but fresh." As a result, the 1995 building code is going to require new homes to have a mechanical ventilation system.

Grass requires less water

And what does it take to be an environmentally friendly, economical home? A mixture of common sense and high-tech wizardry. Take, for example, the grass used in the landscaping. It is a desert variety, and therefore requires less water to remain a healthy green. And while the Novtec house has a computerized air-purification system, it also has a number of house plants, which photosynthesize toxins into oxygen.

If you're sold on this innovative home, you're in luck. Not only can you visit it by calling Siricon to set



Instead of a basement, which could present problems of soil-gas infiltration, poor natural lighting and high humidity, the house's design team added a third-floor mezzanine.



A system of coils which pick up the ground's natural heat was installed. The ground-floor heat-pumps in the home tap into this natural energy, and transfer it to a system of hot-water pipes in the concrete floor, and a central warm-air heating system.

up an appointment, but you can also buy it. That is, if you have about \$250,000 to invest, and if you don't mind having your every breath, shower, baking spree and video night monitored by Siricon engineers.

"We're monitoring the house all winter for energy consumption, but

the really important monitoring will start when the house is occupied next spring," Gerbasi said. "We want to see what the energy consumption is in real life."

Faculty, staff and students interested in visiting the Novtec House should call Siricon at 848-8770.



New Foundations, New Directions 1991 - 1993

A REPORT TO THE UNIVERSITY COMMUNITY

We are very happy and proud to present to the Concordia University community the first-ever report on Student Services. It is titled "New Foundations, New Directions" because it is a look both to the past and to the future. Much change has occurred in Student Services in the course of these two-and-a-half years. But it was not simply change for the sake of change. We have redefined our role and our place in the University, because we believe that the future holds some unique challenges for what we do as student life professionals, and how we do it.

This is a stewardship report. We have been entrusted, as all of us are, with a unique responsibility to support the full development of students in helping them succeed academically. The University community — and, of course, students themselves — can best judge how well we have honoured this trust. This report, which is not meant to be a complete record of all we have done, should help you make a preliminary assessment. We would, of course, be most interested in your evaluation of our success.

The Student Services of today at Concordia are

very different from those of the past. For one, you probably hear much more about us, as well as from us. This is because we have made a concerted effort to be visible and present in the University, on a wide spectrum of issues. Whether it has to do with student elections or financial woes, or how we viewed the lessons of the page 165 controversy of some two years ago, or simply a reminder about the inappropriateness of violent behaviour and speech, we have attempted to assume our role as full members of this University community.

This report was written from a particular perspective, one which, we believe, gives it special meaning. We asked Keith Lowther, a graduate student in History and an active participant on many University bodies, most notably CCSL, to summarize these two years plus. It is fitting that a student should give you his sense of our major accomplishments, for our work is primarily with and for students. To Keith, we express our thanks for this text. Minor editing was, however, necessary.

Finally, let no one assume that we do all this alone. Without the commitment, loyalty and care of many Student Services staff members, our efforts would come to naught. It is they who make it all possible.

DONALD L. BOISVERT
Associate Vice-Rector, Services (Student Life)

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SUP MEI GRAUB
Director, Counselling and Development

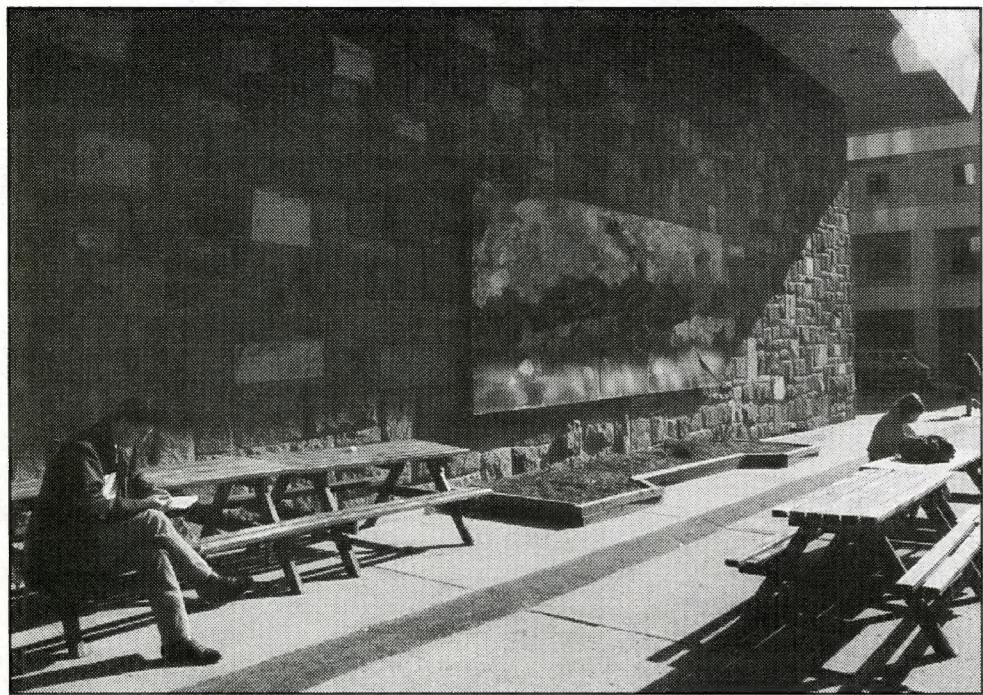
ROGER COTÉ
Director, Financial Aid and Awards

BRIAN T. COUNIHAN
Dean of Students

ANN KERBY
Director, Advocacy and Support Services

NANCY TORBIT
Director, Health Services

HARRY J. ZARINS
Director, Recreation and Athletics



The Task Force on the Review of Student Services

The drive to reform Student Services began in 1988 when the Concordia Council on Student Life (CCSL) established a task force composed of students and Student Services staff to review, and make recommendations on, the mission, goals, objectives and structure of the Student Services sector. Its report of April 1990 called for sweeping changes. The Task Force recommended the introduction of a new administrative structure headed by a senior-level administrator who would oversee the operations of Student Services. Three offices — the Dean of Students, Guidance Services, and Fitness, Recreation and Athletics — had reported directly to the Vice-Rector, Services in the past. Under the revised structure, six directors would now report to an Associate Vice-Rector, Services (Student Life): the Dean of Students, Counselling and Development, Recreation and Athletics, Financial Aid and Awards, Health Services, and Advocacy and Support Services.

The Task Force advocated such substantial change for several reasons. As outlined in the Student Services mission statement (Appendix A), members believed that important philosophical and practical objectives united all Student Services areas: the offering of services and programmes which are responsive to and supportive of student needs, and which complement the University's academic mission and enhance the overall educational experience by valuing an individual's total growth; and the realization that all students bring to the learning experience various personal circumstances which can both help and hinder their education. Only by reorganizing the services could the teamwork and coordination of

the effort needed to provide continued high-quality services be realized.

Enacting Change

In January 1991, the Vice-Rector, Services, acting on the recommendations, appointed Dr. Donald L. Boisvert to the position of Associate Vice-Rector, Services (Student Life), with line responsibility for the entire Student Services sector. At the same time, Health Services and Financial Aid were set off from the Dean of Students and established as individual departments. The year also saw the naming of two new directors: Ann Kerby in Advocacy and Support Services in June, and Dr. Sup Mei Graub in Counselling and Development in August.

The changes advocated by the Task Force meant, however, that the role of the Dean of Students had to be redefined. Under the previous administrative structure, this office had been responsible for all Student Services, with the exception of Guidance, and Fitness, Recreation and Athletics. This was no longer the case. During the early months of 1991, the Associate Vice-Rector and the Directors reaffirmed the Dean's centrality in the wider context of student life.

At Concordia, the Dean of Students, Brian Counihan, is now chief advocate for student interests, and the provider of support and liaison for student groups and their governing bodies. He also plays an active role in all matters affecting the quality of student life. This latter concern means that the Dean, for example, is an important participant in decisions relating to residence life, space, orientation and student activities on both campuses.

The Student Services Directorate

Under the revised administrative structure, the Associate Vice-Rector, Services (Student Life) and the Student Services Directors together comprise the senior management group, which is more commonly referred to as the Student Services Directorate. This body is responsible for the appropriate allocation of resources, and the coordination of all direct services within the Concordia commu-

nity. The creation of the Directorate ensures increased interaction and collaboration between the service units. Six departments now work together to ensure the best possible services for students, where three departments could often act completely independent of each other in the past.

Strategic Goals and the Budget 1993-1996

The Directorate has been extremely busy in the last two years, implementing the original Task Force recommendations. One, in particular, has taken up considerable time and energy. The creation of a three-year plan for Student Services was one of the report's key recommendations. Members felt that such a plan would provide a renewed focus for Students Services and encourage integration and unity within the sector. In March 1993, CCSL accepted the plan, titled "Student Services Strategic Goals, 1993-1996" (Appendix B).

A comprehensive list of 13 goals, this document emphasizes the need for continued cooperation between the units, and increased involvement and consultation with the academic sector, and with students and their representatives. The Directorate also advocated the establishment of a three-year budget process to provide the long-term financial context needed for better planning and utilization of resources. This recommendation recognized that funding issues will remain one of the main concerns of the University for the foreseeable future. Only by elaborating long-term goals and priorities can a proper balance between budgetary constraints and programme development be maintained.

Work on a three-year budget actually occurred concurrently with the formulation of the strategic goals. The Directorate met throughout the fall and winter of 1992-1993 to put together a budget which reflected the needs of all the Student Services areas. Discussion then began at CCSL in February.

The budget proposals recognize that student fees make up almost two-thirds of the Student Services budget. The Directors argued convincingly that the only way to ensure continued quality services and programmes, given the limitations of provincial funding, was to increase the student fee



over a three-year period. Furthermore, the practice whereby graduate students paid lower fees should end, given existing equality of access to services for all students.

For the period 1993 to 1996, the total budget for Student Services increases by only about 8 per cent.

Two other changes were implemented by the Directorate in the 1991-1993 period. Two working groups of staff were established to recommend elements of a policy on professional development for Student Services. Another group responded to recommendation five of the Task Force to Review Student Services, which called for the development of a statement that "can be used to put theory into practice in the planning, organization, delivery and evaluation of services and programmes for a student population characterized by a wide range of ages, backgrounds, cultures, personal situations and development levels." The result? The "Human Development Model" — the philosophical underpinning for all Student Services at Concordia.

The Human Development Model

This Model recognizes that growth and development follow a pattern, with individuals passing through several phases. Individuals will, however, do so in their own style and at their own speed. Students need services and programmes supporting and responding to all aspects of development — be they physical, cognitive, spiritual/moral/ethical, social-emotional, or clarity of purpose — "to facilitate their ongoing development of self and to enhance their academic development and ultimately, their con-

tribution to society." Services must reflect this diversity in the student population, and be able to provide support for the ongoing personal development of the individual. The Human Development Model is also an important tool which will be used in the evaluation and assessment of Student Services programmes.

Task Forces and Committees

Student Services established several working groups to deal with student life issues arising within the Concordia community. Three of these deserve special mention. The Sexual Assault Working Group has been meeting since May 1991. It comprises a vast cross-section of the University community. It reviews the many issues surrounding sexual assault, and attempts to have them addressed through the various offices that are concerned with the problem. During the last two years, the working group has been instrumental in increasing public awareness and has recommended improved outdoor lighting for the Loyola Campus and the establishment of a Walk Safe Programme. As well, it has actively promoted self-defence courses for women.

Important work is also being done by the Alcohol Policy Task Force. This group has been meeting for several months under the chairship of the Associate Vice-Rector, and is responsible for developing a University policy on the use of alcohol, as well as an appropriate educational programme.

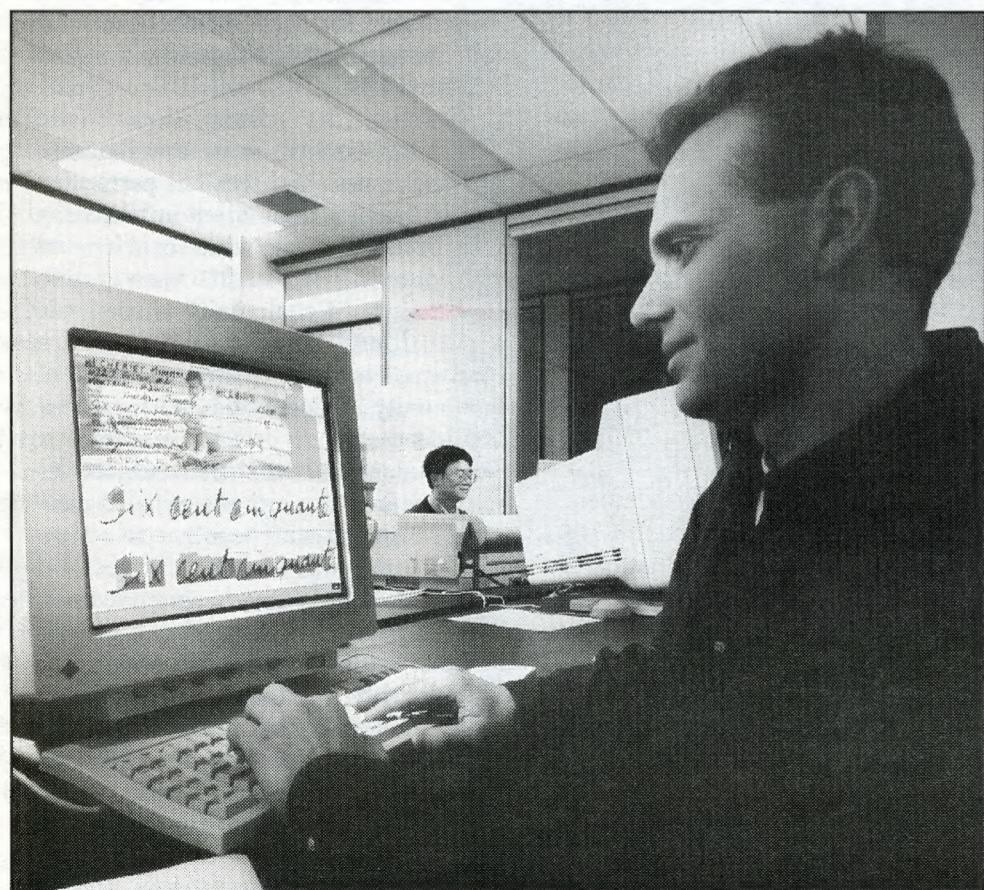
A final initiative is the Task Force on Services to Part-Time Students. Concordia has a strong, long-standing commitment to this group of students.



This Task Force was set up to ensure that the University continues to fulfil its obligations to them. In keeping with the University's mission statement and tradition of accessibility, the Task Force, chaired by the Dean of Students, was mandated to review all academic and support services, determine whether they met the needs of part-time students, and recommend remedies and priorities.

The Task Force found that a number of problems affected the educational experience of part-time students. The hours of University operations — in both the academic and service sectors — was found to be the most significant cause of concern. It recommended improved posting and publication of hours of operation as well as extending the hours of most services. The report also noted that women part-time students often had special needs which had to be addressed. Accessibility to daycare and financial aid resources were deemed to be of particular importance.

A number of these recommendations



have already been acted upon. Extended hours are now offered by the Library, the Birks Student Service Centre, Financial Aid and Awards, and Counselling and Development. A more in-depth examination of daycare at the University is currently under way.

Orientation

An orientation programme for students new to a university setting is commonplace throughout most of North America. Such programmes provide invaluable information and support the students' adjustment process. In 1991, Student Services took the initiative in putting forward a comprehensive approach to orientation, with the establishment of the University Orientation Committee. It consolidated the orientation offerings of several departments within the Student Services and academic sectors, and designed a programme of workshops and information sessions for students entering Concordia in the fall of 1992. *The Bridge*, a quarterly newsletter for new students, was also started in 1992. Implementing a strong orientation programme is, of course, an ongoing process. Recognizing the importance of the adjustment process for new students, and the difficulties which many have in their first term or year, Student Services is committed to the growth of a vibrant orientation programme.

The Student Services Festival

There have been two Student Services Festivals in the period covered by this report. The Dean of Students initiated the project some years ago, and the Festival was held on the Mezzanine of the Henry F. Hall Building in the fall of 1991. Place Concordia, the atrium of the J.W. McConnell Building, hosted the event in 1992. The Festival was well attended in both years, and students were appreciative of the opportunity to obtain information on the various Student Services in an easily accessible and coordinated manner.



••••• **The Concordia Council on Student Life**

The Concordia Council on Student Life (CCSL) is the highest non-academic advisory committee in the University making recommendations regarding the quality of student life. It is mandated to:

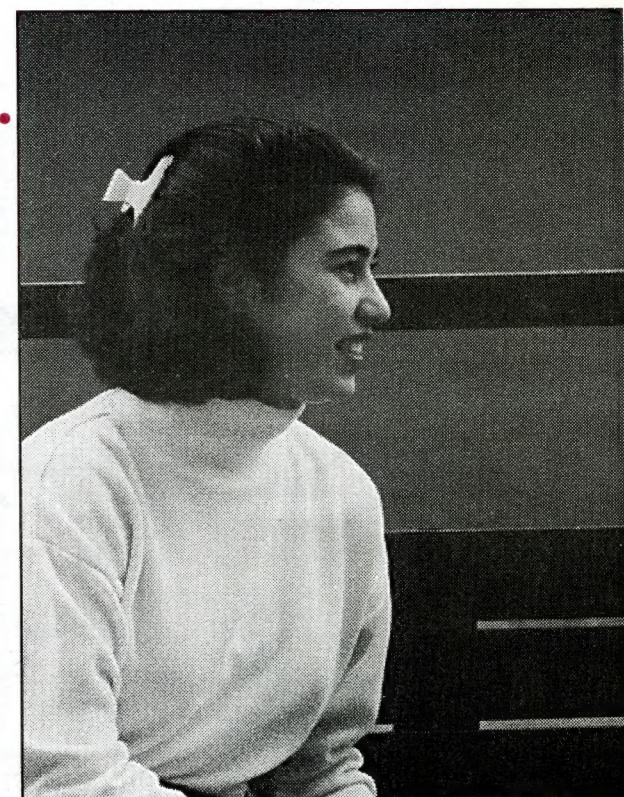
- i. study all aspects of student life for the purpose of enhancing relationships between the student and the total educational environment;
- ii. establish priorities for student life and services in the University. It shall also monitor and evaluate existing priorities and programmes in Student Services;
- iii. initiate necessary research and establish the necessary committees for its proper functioning;
- iv. receive and consider items dealing with the quality of student life from University members or groups;
- v. develop and evaluate the Student Services budget and recommend it to the Board of Governors.

The Council is composed of students, faculty, Student Services administrators and staff. There is parity between student and non-student members.

These last two years have been eventful for CCSL. In addition to the administrative and structural changes to the Student Services sector, the Council has dealt with a number of important student life issues. The aforementioned three-year planning process, which established a series of strategic goals and a budget for 1993-1996, has been put in place. Intense discussions occurred during these meetings, particularly on the budget, but everyone agreed that the exercise was necessary so that students could have the best possible level of quality services.

The need for CCSL to adopt a more proactive stance within the rest of the University community has been one of the most prevalent themes of the two years. The Council's role is viewed to have been mostly reactive in the past. This is no longer deemed acceptable by the student representatives on the Council or, indeed, the other members.

Two task forces established in 1992 are visible examples of this enhanced outward-looking position. The Task Force on Child Care Issues has been meeting regularly since January 1993. It has surveyed student, faculty, and staff associations requesting their opinion on the child care needs of their members. Relevant literature has been reviewed, and members have investigated the possibility of establishing alternative child care services. A final report and recom-



mendations are expected this fall.

A Task Force on Lesbian and Gay Life is also currently under way. It has met on numerous occasions since late 1992, and its report is also anticipated this fall. The Task Force has done a great deal of work: ten associations / departments have been interviewed (a number of others were contacted, but chose not to respond); a questionnaire was circulated, and a public hearing held. In addition, the work of similar bodies at other universities has been examined.

CCSL also established a committee to develop a Student Services intervention strategy which focused on some of the consequences of the incidents of 24th August 1992. Named the C2 Committee because the essence of its mandate was coping and caring, its two student and five staff members met for four months before submitting a report in March 1993.

During its discussions, the Committee became aware that "a sense of hopelessness and fear has permeated our University population culminating in a preoccupation with security and procedures... The outcome is an erosion of the sense of community in academic institutions." The Committee saw a clear need to create a stronger sense of community at Concordia and to restore confidence and respect to its members. For Student Services, these objectives could be met through a variety of measures. Bringing staff together to review operations, and to share hopes and goals would help ensure improved services for students. Fostering a greater sense of belonging for students could be accomplished by continuing to improve orientation and academic advising, and by humanizing the physical infrastructure of the institution. Finally, the C2 Committee recommended that the University improve its crisis intervention capabilities by providing profes-



sional development for staff and students in critical service areas. More importantly, however, the members believe that Concordia should establish a task force to create a plan of action for crisis management, and that a crisis management team should then be put in place in case a similar incident occurs again.

CCSL has initiated and continues to support several projects which are vital to students, but which receive less public attention. For example, an ad hoc committee of students, staff, and faculty representatives has been working on the creation of a Charter of Student Rights. Reintroducing a revised programme of credit for para-academic activity is also under consideration. CCSL further provides financial assistance to the Concordia University Students' Association (CUSU) for its Housing Bank, to Recreation and Athletics for varsity teams qualifying for national championship tournaments, and to a variety of student projects through the Office of the Dean of Students.

A number of University-wide student life issues have been discussed at CCSL in the last two years. The draft table of needs for the next Capital Campaign received careful analysis in 1992. While there was general agreement with the student life priorities identified, notably the development of recreation and athletics facilities and additional financial support for students, members felt that other concerns should also be addressed. Upgrading and expanding residence accommodations and library holdings were just two of the issues raised.

Student representation on University and departmental bodies is another matter which the Council identified as being important to student life. Wide variances in student participation on governing bodies exist at Concordia, and CCSL wants to ensure that there is no

attempt to undermine students' participation in the decision-making process at the University, as full members of the community.

The Student Services Areas

Advocacy and Support Services

Advocacy and Support Services combines several units: the International Students' Office, the Women's Centre, Campus Ministry, and Services for Disabled Students. Legal Information Services and liaison with the Day Cares and with the Native Student Centre are recent additions to the office's responsibilities.

Creating a sense of togetherness and increasing collaboration amongst the units has been one of the significant achievements of the last two years. This began almost immediately with the elaboration of a mission statement which provides unifying principles for all activities and programmes in the area. It states that Advocacy and Support Services is committed to:

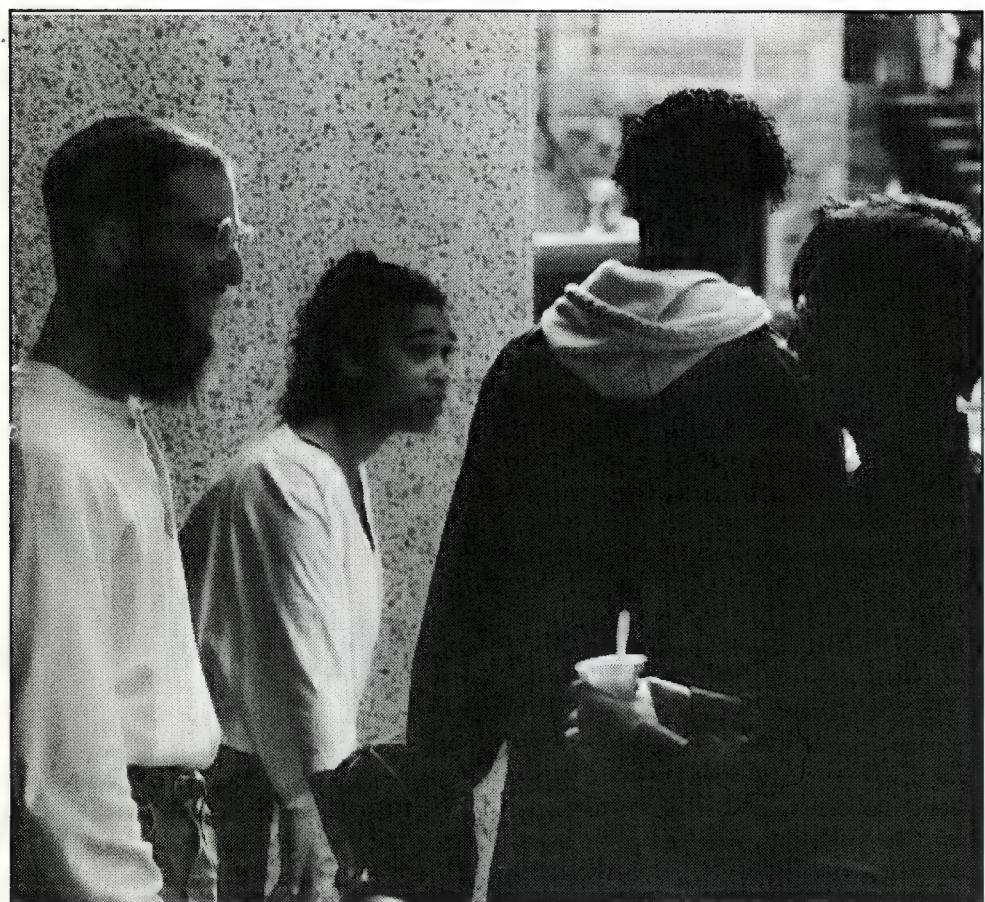
- pleading the rights of students;
- promoting and supporting the self-development of students in the exercising of their own rights;
- defending and maintaining the constancy of value and justice issues;
- serving the academic, physical and

- spiritual needs of students; and
- supporting and building an environment which is open to constructive criticism, responsible change and, most particularly, where any student can feel safe in expressing his or her need.

In 1991-1992, Advocacy and Support Services initiated, and contributed expertise to, a number of projects and committees within the University. Given the wide-ranging responsibilities of the area, the varied nature of this participation is to be expected. It includes the Task Forces on Child Care and Lesbian and Gay Life (both chaired by the Director, Ann Kerby), new programmes for international women students and the families of international students, a peer group for learning disabled students, and a research project on the sexual abuse of disabled women. Initiatives undertaken in 1992-1993 include the creation of a Student Advocate Programme, and the inclusion of both the Legal Information Service and Peer Helper Programme under the auspices of the central Advocacy office.

Advocacy and Support Services has also played an active role in a number of academic and community projects. Campus Ministry continues its long-held tradition of providing meeting space in response to the spiritual needs of the Concordia community. Other examples include the Take Back the Night march organized by the Women's Centre, and the "Eric O'Connor Speakers Series,"





which is done in cooperation with the Loyola Peace Institute. Improving access for the University's disabled students has also been a major concern in the last two years. Advocacy and Support Services and the R. Howard Webster Library co-sponsored a submission to the National Library of Canada for special equipment. In addition, a comprehensive report on physical access to both campuses was submitted to the provincial government.

Counselling and Development

The past two years in this area have been exciting and full of change. Among the more obvious developments is the adoption of a new name (previously it had been known as Guidance Services), the appointment of Sup Mei Graub as Director, and the adoption of a vision statement. This statement is the guiding principle for everything that Counselling and Development does: "It is our goal to offer services that are professional, personal and friendly; to serve students at all levels of their academic, career, personal, emotional and social development." The introduction of new programmes and services, and increased interaction with other sectors of the University are designed to help meet this goal.

Several new initiatives deserve mention. Beginning in June 1992, the Canada Employment Centre on campus, as a result of a decision by the federal government, closed its doors, and Concordia assumed responsibility for providing placement services to students. Thus the Career and Placement Service (CAPS) was born, and the process of becoming a fully integrated unit of Counselling and Development begun.

A second important project is that

for students in academic jeopardy. This is a collaborative effort with the Registrar's Office and the Arts and Science Student Affairs Office. It identifies students placed on conditional standing, and provides special career planning and educational workshops to help them through their academic difficulties. The programme is one of the best examples of how the Student Services sector interacts with its academic partner, so that students receive the best possible care and mentoring.

Such cooperative efforts are not limited to this project. Counselling and Development, through its individual units — CAPS, the Careers Library, Counselling Services, and the Learning and Writing Centre — works closely with other offices to serve students at all levels of their development. All have played active roles in student orientation, and provide a wide range of workshops in response to the specific needs and interests of academic departments. Counselling Services also provided support in helping students, staff and faculty deal with the emotional aftermath of 24 August 1992.

Increasing academic and economic pressures on students has placed incredible strain on the area's resources. The demand for services has increased substantially in the last two years and it is expected that this will continue for the foreseeable future.

The Dean of Students

As noted, there has been a significant change in the responsibilities of the Dean of Students in the last two years. He now provides support and liaison between the University administration and student groups, and is central to the overall quality of student life at the University. His office collaborates with

other Student Services and Concordia colleagues on a number of projects and activities, and provides programmes that are not available elsewhere. Since 1991, the Dean has also served on a number of University bodies including task forces and working groups on disruptive behaviour, sexual assault, multiculturalism, and the alcohol policy, in addition to the HIV/AIDS Advisory Committee and the Bursary Selection Committee.

The Dean of Students also offers a number of services which might otherwise go unprovided. In these two years, a dozen "Introduction to Word Processing" workshops have been held. A tutorial registry which links qualified students with those seeking assistance is provided. The Dean also recruits, trains and supervises the team of students who annually edit The Concordia yearbook for graduating students.

The Dean's pre-eminent role continues to be as the liaison between the numerous student associations and organizations. He regularly meets student representatives with a view to fostering their activities at Concordia. It is the Dean's Office, for example, which is responsible for applying the University's liquor policy. Several specific activities related to student associations have occupied considerable time and energy over the last two years. The Dean chaired the CUSA Commission of Inquiry into Allegations of Electoral Wrongdoing, and he supervised the extended, annual general CUSA election of 1993, as well as initiating the first Student Leaders Workshop in 1992 to acquaint the new student government executives with university governance and policies, and their role within the institutional structure.

Residences, which were formerly part of Ancillary Services, are now



under the responsibility of the Dean of Students. Sustained efforts are being made to improve the quality of life for students living in the residences.

Financial Aid and Awards

As with its counterparts in Student Services, the last two years are best characterized as a period of substantial change and growth for Financial Aid and Awards. Moving to new offices in the J.W. McConnell Building in the fall of 1992 is the most visible example of this. These new offices are more accessible and centrally located. They have allowed staff to become more efficient when delivering services, and they offer a more professional environment with respect to students' confidentiality. The area is also forging new relationships with its co-tenants in the Birks Student Service Centre. This will result in a comprehensive service approach that will undoubtedly make the Centre a hub of service activity for most students.

This two-year period has seen a huge increase in the number of students contacting Financial Aid and Awards. Between 1991-1992 and 1992-1993, the number of service encounters with students has risen by 68 per cent to more than 90,000 visits. Three factors account for much of this dramatic increase: the new location, extended hours of operation, and a sizable rise in the number of student aid applicants. Financial assistance is essential for over 6,000 students, or 48 per cent of Concordia's full-time student population, who collectively share \$33 million in financial aid. The continued economic recession and probable future increases in tuition are expected to contribute to a trend of increased reliance on student financial aid.

The introduction of the Work Study Programme in 1990 has also played a role in the rising number of students using the Financial Aid and Awards Office. This programme, which was put in place in response to rising tuition costs, has created a number of employment opportunities for students on campus. It subsidizes one-half of the cost of hiring a student for approved projects, and allows students to earn up to \$1,250. Demand for the programme has been high and is expected to continue in the future.

Concern over the high level of student debt has also led Financial Aid and Awards to introduce a Student Debt Counselling Service in collaboration with peer helpers. Even though few students have taken advantage of the service, the Director remains confident that more students will use it in the future.

Health Services

Health Services believes that the accomplishment of academic goals is dependent on emotional and physical health, and that health care on campus must operate within an educational milieu, with its values of transmission of knowledge and acceptance of diversity. Furthermore, clients have the right to accurate information and assessment and to participate in decisions regarding their care. This partnership encompasses the rights and responsibilities of both parties. Clients have the responsibility to provide information necessary for their care and to avail themselves of educational opportunities.

Meeting these beliefs has meant a busy two years for the staff of Health Services. The number of visits to the two locations has risen to almost 17,000. But Health Services is more than just seeing a nurse or doctor. In 1991-1992, the area hired its first full-time Health Educator. This allows Health Services to be more active in health promotion. Many programmes have been offered to provide students with health information and the skills necessary for making responsible lifestyle choices. Activities have included everything from nutrition and stress management, to sexual assault, and AIDS/HIV and safer sex. This latter issue has been one of the major concerns in recent years.

The desire for improved health education and information dissemination led to the revival of the Health Fair in 1992. A one-day interactive exhibition, it included participants from other Student Services, as well as student volunteers and peer educators. The event was so successful that, in 1993, it was expanded to two days, and attracted over 3,000 visitors.

Peer Health educators are another attempt to expand the programmes of Health Services. In 1992, a small number of peer helpers were trained to give presentations on AIDS and safer sex in classroom situations. Response to the initiative was very positive and an expanded pilot project is under way.

The 1992-1993 academic year was particularly difficult for the staff of Health Services, just as it was for the entire University. The murders of 24 August stretched the resources of the area to the limit. Health Services professionals were involved on the scene and in the follow-up needs of the community. Groups for students and staff were offered, in collaboration with Counselling and Development, as well as on an individual basis. Many members of the area subsequently worked on committees examining disruptive behaviour, and violence and safety.



Recreation and Athletics

This department has made continued efforts to change its role from one of isolation to seeking actively greater inclusion in University and community activities in recent years. The area is increasingly interested in developing physical activity programmes in collaboration with other departments within the Student Services sector. Much of this reorientation results from the realization that Recreation and Athletics is, in fact, an integral part of Concordia's support services and cannot, therefore, operate apart. Also important in this change has been the appointment of Kathy McDonald as Acting Director for 1992-1993, and Harry Zarins as Director in May 1993.

The past two years have been particularly exciting. Recreation and Athletics has initiated several new programmes, including the highly successful children's summer camp, the Student-Athlete Academic Support Programme and several new recreational offerings for women. Fitness programmes have also been expanded, and the University's limited facilities now operate at capacity for the entire academic year. For the immediate future, the top

priority will be the much-needed expansion of the Loyola Campus facilities. The groundwork has been done, and strong support is building in the University community for this project.

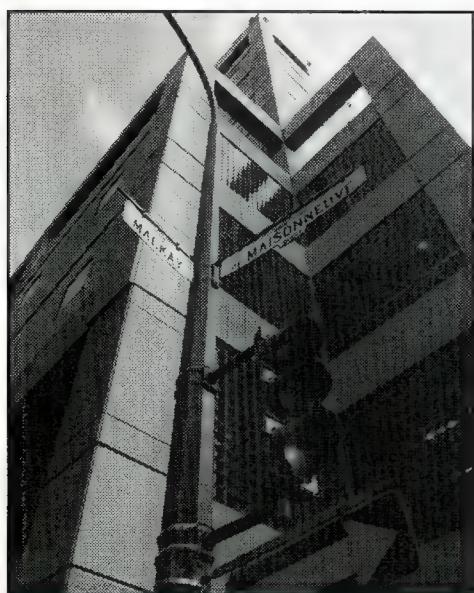
On a more visible level, Concordia's varsity athletes and teams have had some notable successes in the last two years. A number of athletes were named conference or league all-stars; others received bursaries for athletic or academic excellence. In addition, six teams have won division championships — men's basketball (1991-92; 1992-93); men's soccer (1992); women's rugby (1991, 1992); and women's hockey (1991-92). As well, resources have been allocated to support gender equity in the varsity programmes. These achievements are richly deserved and illustrate the hard work and commitment of the staff of Recreation and Athletics.

Conclusion

This report was intended to share with the Concordia community the important accomplishments in the Student Services sector during a period of significant change. It was, we hope, both informative and instructive.

As equal partners in the academic mission of the University, and as advocates of a developmental approach to student growth and learning, we believe that Student Services has much to offer Concordia as it faces the challenges of the years to come. Our primary concern has always been the creation of a student life environment at the University which is marked by excellence and quality. We believe strongly that such an environment supports and enriches the learning process.

We have invited the community to be the judge of how well we have succeeded in accomplishing our task. We now invite you to join with us in re-committing ourselves to making this University an even better place at which to be a student.



APPENDIX A

The Student Services Mission Statement

Student Services at Concordia University supports and promotes a student-centred view of education which recognizes that intellectual development and personal growth are intimately connected.

We seek to fulfil this mandate by valuing the diversity which characterizes the Concordia community. Student Services advocates the creation of an environment at the University which minimizes anxiety, promotes positive attitudes and stimulates an excitement for learning.

Student Services contributes to the mission and life of the University by offering services and programmes which are responsive to, and supportive of, student needs. As professionals, we believe this is best achieved through an integrated and complementary approach to student life.

The following principles are fundamental to the mission of Student Services at Concordia University:

a **A Student-Centred View:** Concordia provides the ideal environment and opportunity for an appreciation of diversity. Programmes and services should focus on honouring this diversity. Each individual is unique. As a reflection of the wider society, the University can help students learn to value the worth and dignity of persons, regardless of their race, religion, nationality, sexual preference, age, gender, cultural background, ability or lifestyle. The acquisition of knowledge goes hand-in-hand with personal development. Regardless of age, students, while maturing intellectually, are also developing physically, psychologically, socially, aesthetically, ethically, sexually and spiritually. Student Services aims at an individual's total growth.

Student Services must also act as an advocate for the needs and worth of students as full members of the University community.

b **A Total Environment:** Learning is affected by a wide range of individual factors and by the quality of the environment at the University itself. Students bring to the learning process a variety of personal circumstances which can be either resources or liabilities in their learning: physical ability, financial situation, family and cultural context, medical and psychological history, and educational background. Each of these can directly affect a student's capability to learn.

The learning experience is enriched by the interaction between students and their environment. Student Services has the responsibility to engender, facilitate and animate a positive social and physical environment at the University, thereby encouraging friendship, understanding and the taking of individual and collective responsibility by students.

c **A Sense of Responsiveness:** Student Services is focused on the developmental and maintenance needs of students, so as to maximize their potential to benefit from the learning experience offered by the University. Student Services programmes complement those offered by the University's academic sector, just as they enhance the overall educational experience. The degree of impact of Student Services programmes is measured in terms of student needs and concerns.

It is believed that students develop partly through exposure to, and participation in, a variety of activities: social, cultural, psychological, intellectual, spiritual, physical, and those which stress responsibility in collective governance.

d **A Commitment to Excellence:** In keeping with its desire to ensure that its programmes and services are truly responsive, Student Services must seek excellence in its leadership, organizational structures, managerial procedures and its relations internal and external to the University.

Student Services must also have a system of staff selection and evaluation, and provide opportunity for full participation in a wide spectrum of professional development activities.

APPENDIX B

Student Services Strategic Goals 1993-1996

The following thirteen strategic goals are reflective of the University context within which Student Services will have to function in the course of the 1993-1996 period. This context is characterized by a need for consolidation. In our overall perspective of improving the quality of services to students, Student Services must respond to a changing environment by emphasizing these particular objectives.

Resources

Adequate resources are paramount to the visibility and development of Student Services. Although there are many dimensions to the resource issue, the 1993-1996 Student Services plan will focus on the following three: human resources, physical resources and financial resources.

- 1 In view of providing the long-term financial context in which Student Services can operate, introduce a three-year Student Services budget process which will reflect a three-year Student Services strategic plan, and implement a comprehensive budget review process.
- 2 In order to ensure that sufficient resources are available to support the cost of implementing the Student Services plan, review existing sources of income and secure stable, reliable and appropriate revenues for the implementation period.
- 3 Secure appropriate and sufficient Student Services facilities that will foster a more effective and complementary delivery of service to students.
- 4 Introduce and implement a professional development programme to improve the excellence and quality of staff in fulfilling the Student Services mission and goals.

Management

Management models and structures must not only reflect the Student Services culture, they must also embody its mission through efficient, effective and purposeful programmes and services. They must also be inclusive, consultative and participatory.

- 5 In order to offer more effective and efficient programmes and services, conduct reviews based on the human development perspective as reflected in the Human Development Model.
- 6 Implement student needs assessment and evaluation systems which will provide regular information and feedback from all populations of students, including student associations.
- 7 Introduce an evaluation and strategic-review process that would contribute to improving the overall effectiveness of Student Services.
- 8 Increase the involvement of students and staff members in shaping the Student Services vision at the University.

Partnerships with Students and with the Academic Sector

It is recognized that Student Services, in support of the University's mission, is more effective when working with the academic sector, thus helping bridge intellectual development with personal growth.

- 9 Support the academic mission of the University by identifying and implementing strategies to interact directly with the academic sector, with a view to introducing services and programmes which focus on common issues and concerns.
- 10 Create or identify opportunities to share the Student Services expertise about the student and her/his perspective with appropriate groups and individuals within the University community.
- 11 Find ways to enhance student life throughout the University community by fostering effective student leadership and by acting as advocates on behalf of students.

Develop a Body of Knowledge about Students

Operating within a University setting, the Student Services sector plays an important role as an "expert" on student perspectives and, in doing so, recognizes a need to engage in research and education, in cooperation with students.

- 12 Develop partnerships and working relationships with various sectors within the University in order to establish an infrastructure that would support comprehensive data collection and analysis on a variety of student life issues.
- 13 Develop and conduct regular research that would provide demographic, socio-economic, attitudinal and developmental information about students.

Work that cures: Concordia takes a step in vocational rehabilitation

BY MARIA FRANCESCA LODICO

Concordia's Mechanical Engineering Department has gone through a lot of upheaval in the past year or so: the August 24, 1992 shooting tragedy, a complete relocation of their offices, and the (ultimately successful) search for a new dean. Nevertheless, the department has taken an unusual initiative in hiring two people who need the work more than most people.

Marguerite Gauthier and Evelyne Cypihot are the first participants in a co-operative effort between the University and Libranne Consultants to provide vocational rehabilitation to accident victims. This non-paid work experience has given the two car-accident victims, neither of whom was previously associated with Concordia, the supportive work environment they needed to return to their professional lives.

"I'm very lucky," Gauthier said. "I could only manage one hour of concentration when I started, so it was very hard. But they let me go at my own pace, and now I am working regular 9-to-5 hours. I found the perfect atmosphere for me here."

Gauthier, an industrial designer, is currently drawing floor plans of the Mechanical Engineering Department's new offices on the fifth floor of the Henry F. Hall Building. She began to work at Concordia last December, and her rehabilitation has been so successful that the University has offered her a four-month contract. Half of her salary will be paid by the provincial government's Société de l'Assurance Automobile du Québec (SAAQ).

"This project dropped out of the sky, and we had no defined goals about where we were going," said Wesley Fitch, Mechanical Engineering's Technical Officer. "And now we depend on Marguerite!"

Fitch said the idea of providing vocational rehabilitation at Concordia was proposed to him by a "chance chat" with Patrick McLaughlin, a counsellor with Libranne Consultants, which deals with victims of car accidents, violent attacks and shotgun wounds who are suffering from brain trauma.

McLaughlin described the condition as "an assault from an external source on the brain, which can cause linguistic, cognitive, emotional and socio-professional problems. The stress and anxiety can be very, very intense."

The other participant, Evelyne Cypihot, began providing secretarial services to the Faculty's Health and Safety Committee in September. Cypihot has been suffering from fatigue, and needs to build up her tolerance, stimulate her memory functions and reduce her anxiety.

Fitch stressed the importance of encouraging the vocational rehabilitation efforts "for bringing Concordia together as a community and as part



Happy in her workplace: Marguerite Gauthier, at her desk in the Department of Mechanical Engineering, with Technical Officer Wesley Fitch and Patrick McLaughlin of Libranne Consultants.

of society."

"If we [Mechanical Engineering] were able to do it under the most adverse circumstances, other departments can surely manage a little bit of time."

SAAQ financially supports motor-vehicle accident victims participating in vocational rehabilitation projects. The University is exempt from liability in case of injury, and the SAAQ provides on-going support to the

individuals.

Fitch is working with the University's Human Resources Department in the hopes of expanding his efforts through the Employment Equity programme.

'I can't believe I'm here'

On May 20, 1990, Gauthier was cycling with a group of friends near Oka when she was struck by a car and thrown 200 feet. She suffered multiple fractures to her back, arms and legs.

"I never even saw the car. After [the accident], the driver said, 'Oh, it was just a bike. I didn't see her.'"

Gauthier spent six months in the hospital. It was another six months before she was able to walk again. She has undergone 12 operations in the past three years.

"I thought I was going to be paralyzed," said Gauthier. "I can't believe that I'm here."

Prior to the accident, Gauthier loved playing sports, and a large part of her job involved physical labour in furniture and prototype assembly. "But my body cannot handle that kind of exertion any more," she said. She said she is just as happy working in the Mechanical Engineering Department's Multi-Media Lab where she has played an "instrumental role in the space planning."

"We had to rip an entire department loose," said Mechanical Engineering Technical Officer Wesley Fitch. "Nobody could function on the ninth floor and the move was necessary, but unplanned and tough."

"I don't know what we would have done without Marguerite's input." —MFL

Montréal consulate represents government-in-exile

Aristide is the last hope for Haiti: consul-general

BY SYLVAIN COMEAU

Exiled Haitian President Jean-Bertrand Aristide represents Haiti's last hope for democracy, the Haitian consul said last Wednesday at Concordia.

"If a resolution to the crisis in Haiti does not revolve around President Aristide, then there is clearly no democratic solution," Gui Gilbert said. "His election expressed

the will of the people. They chose him, and he most symbolizes democracy for them."

The Montréal-based consul spoke in the Loyola Campus's Russell W. Breen Senate Chamber under the sponsorship of the Political Science Students' Association.

Demonstrations in Haiti against Aristide's return have been the most visible to the media, but Gilbert says these were engineered by Haiti's rulers. He contends that Aristide's popularity on the island has only increased since the coup that ousted him from power.

"The demonstrators [against Aristide] are paid or forced to do it," he said. "All journalists who go there know it, because they only have to ask the people who they believe in,

and they always get the same response."

Gilbert said Aristide is probably more popular today than when he was elected. "The intention of the coup leaders was to get rid of him and have people forget him, but the opposite has occurred."

The Haitian consulate-general in Montréal represents Aristide's government-in-exile. Gilbert himself cannot return to his homeland as long as Haiti's military rulers hold power; he notes that the new prime minister appointed by Aristide requires constant heavy guard, and that many Aristide supporters there have been assassinated.

It is estimated that more than 4,000 people have been killed by Haiti's government since the coup. Citing the long history of the Haitian people's resistance to occupation forces and dictators, Gilbert hinted at a likely revolt or other form of violent backlash if the international community cannot resolve the crisis.

"The people who are being oppressed can't understand why the world community can't force a few thugs from power. It is unclear what will happen next, but the Haitian people will not sit quietly with their

arms crossed while they are being massacred."

Michel Sanon, a member of the Ralliement des Etudiants de Montréal pour la Libération du Peuple Haïtien, also spoke at the discussion.

Sanon said that resistance both inside and outside of Haiti is responsible for depriving the military regime of international legitimacy.

"If the current holders of power can't be recognized after two years, it is because of the resistance to them," said Sanon, a Concordia student in Education and Translation. "They were hoping that Haiti would fall out of the news, and the regime would become a *fait accompli*. But the resistance kept the attention of the world focused on Haiti."

Although he supports the economic embargo recently imposed on the island, Sanon said the world community waited too long to react.

"If the embargo had been imposed right after the coup in 1991, we wouldn't have a problem right now. It will be much harder to dislodge them now that they have dug in and are entrenched in power."



Gui Gilbert

'Bacteria rule the world, and always have'

Gould pokes fun at evolutionary assumptions

BY BRONWYN CHESTER

He's been called the Mick Jagger of science, and he gives a good show. No five-foot leaps in the air, perhaps, but this veteran of the lecture circuit and upscale popular literature makes leaps of the intellect that are rarely made in science, at least not for popular display.

In a lecture last week sponsored by Concordia's Science College, Stephen Jay Gould addressed the subject "Painting the History of Life: the Art and Science of Reconstructing the Past," and used both popular and high art to demonstrate misconceptions about evolution.

We are all familiar with the image of human evolution: the hunched *australopithecus afarensis*, progressing to *homo habilis*, then to *homo erectus*, bearing the requisite club, and finally, to an erect, white, male *homo sapiens*, walking the path of success. But, as the Harvard professor of biology, geology and history of science told the 1,000-plus listeners in the packed Alumni Auditorium of the Henry F. Hall Building, there's no reason why *homo sapiens* should be depicted as male or as white. "All human races are equally old."

No reason, that is, beyond cultural bias. Even today, with awareness of sexism and racism at an all-time high, the icon of the evolution of man remains just that: a man, and a white one at that. Even the humorous uses of the icon, which Gould selected in slides from the popular media, don't challenge it. He showed one slide depicting the evolution of man and woman; throughout all man's stages of evolution,

woman remains in one position: down on all fours, scrubbing the floor.

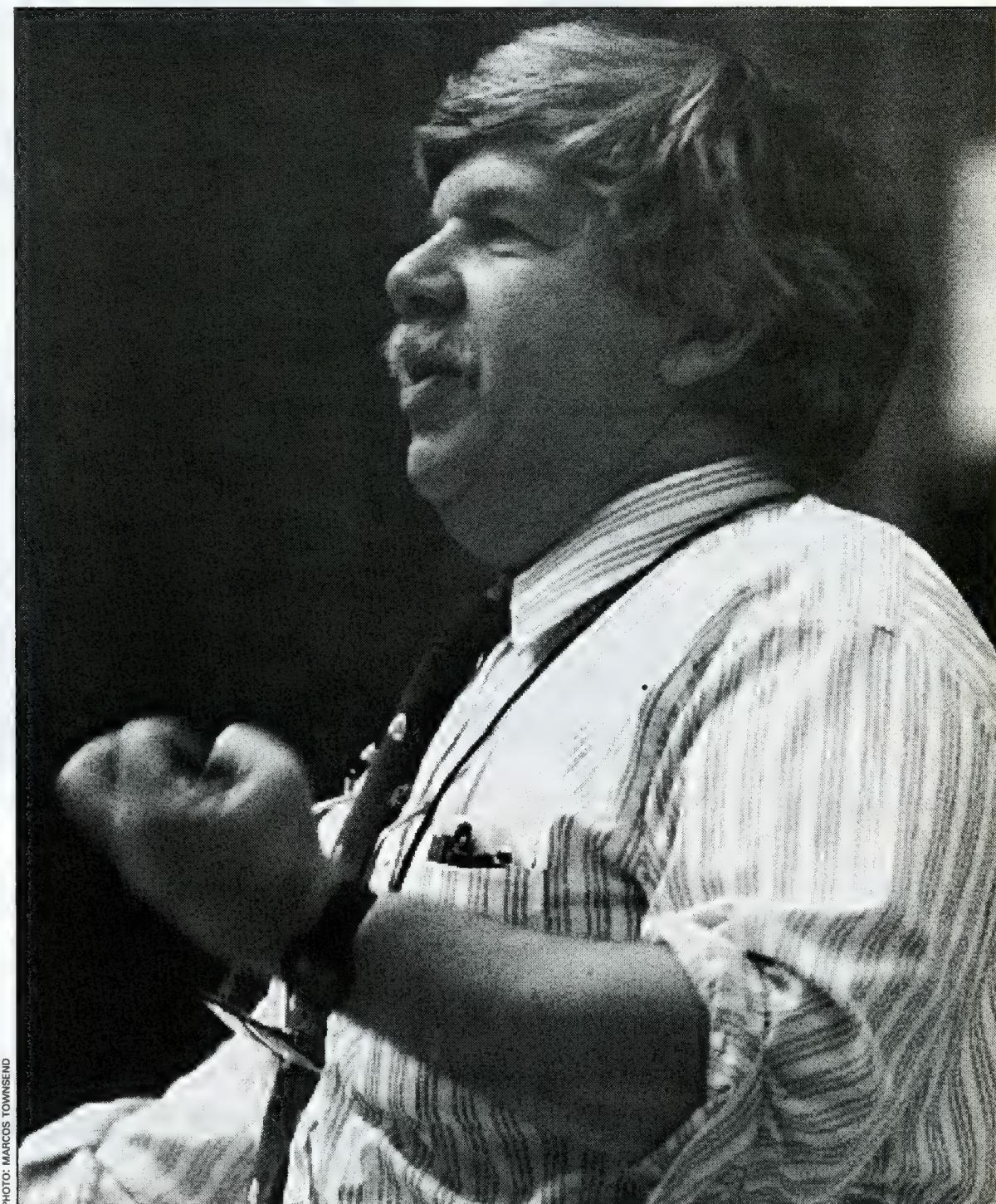
Only one cartoon placed woman at the end of the evolutionary process. Titled "Evolution of Authority," it showed the footprints of those in authority: the big claw, the big foot, the big shoe and, finally, the imprint of the small round heel and the triangular toe of a woman's shoe.

But the intelligentsia are no less biased. Gould showed a slide from a biology textbook depicting the progression of human evolution, and pointed out how the skin of our ancestors lightened until the ultimate paleface, *homo sapiens*. In paintings and lithographs depicting the evolution of life, Gould laments the fact that each excludes the previous group.

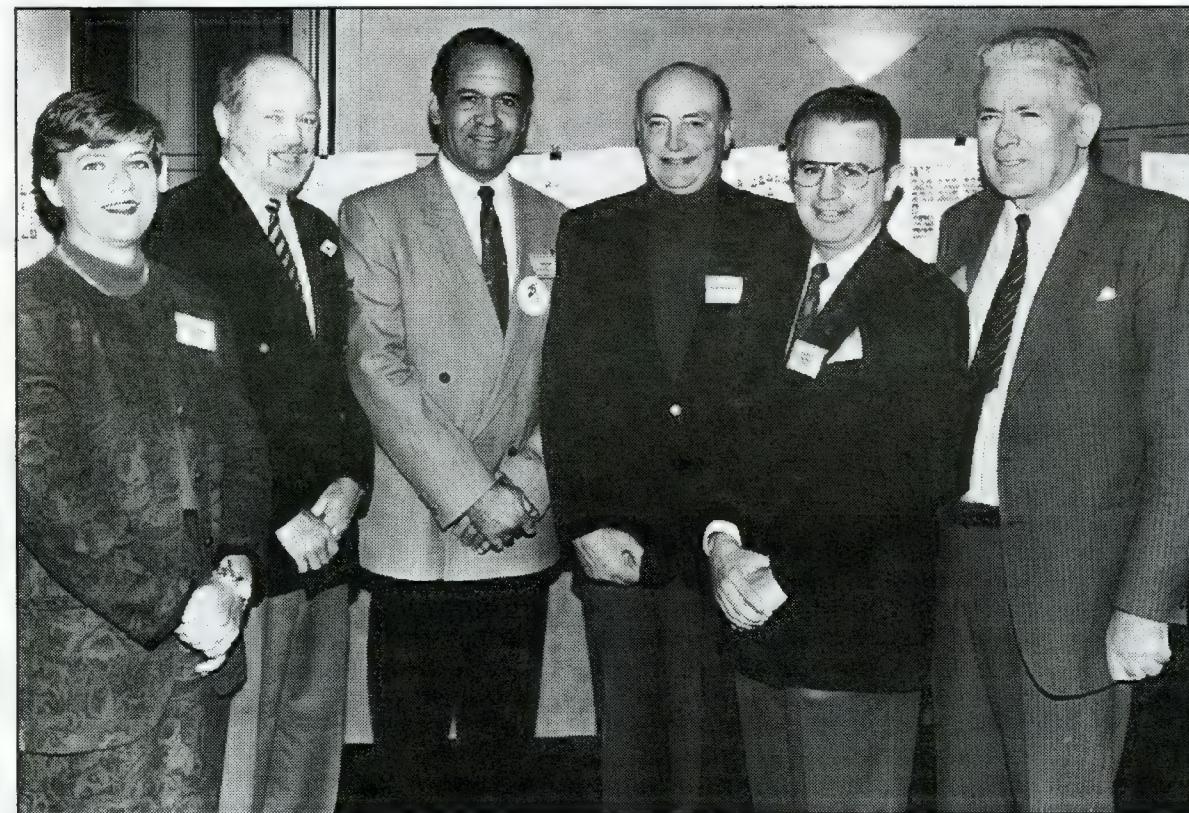
"As soon as fishes evolve, you never see another vertebrate," said Gould. Likewise, fish disappear from the books when amphibians appear. "In other words, one's parochiality casts into invisibility groups of organisms that continue to evolve." Most biology texts put primates at the end, as if they are the culmination of the evolution process.

"We are one thing, not a predictable end product," he said. "We're just a lucky result of a single sequence of events that will never happen twice." And in case we humans should ever get too cocky about our importance as a species, Gould warned, "Bacteria rule the world, and always have."

He is the author of such books as *Bully for Brontosaurus* and most recently, *Eight Little Piggies*.



Stephen Jay Gould



The Master's of Business Administration programme held a reunion on October 16 during Concordia's Homecoming '93. Pictured above are Louise Hodder, president of the Executive MBA alumni association; Derek Acland, director of the MBA programme and Chair of Accountancy; Dean of Commerce and Administration Christopher Ross; Mark MacPherson (MBA '71), who was part of the first graduating class; Humberto Santos, (MBA '79), chair of the new Faculty Advisory Board; and Professor Joseph Kelly (Management).

Breakfast with Bernard Landry

The Concordia MBA Alumni Association held an "info-breakfast" last month to discuss the effects of the North American Free Trade Agreement. The breakfast talk featured Parti Québécois vice-president Bernard Landry, who is also an economist and lawyer, and teaches at a Mexican university. He cautioned critics of the North American Free Trade Agreement to have respect for the Mexicans and their accomplishments, and said that just about the only subject on which his party and the Liberals agree is the value of NAFTA.

Concordia Finance Professor Pierre Sévigny and Professor William Taylor, Director of the Aviation MBA Programme, were among the panelists. The event was organized as part of last month's Homecoming celebrations and the MBA programme's year-long celebration of its 25th anniversary.

—MO

Awards of Distinction luncheon sold out

The Faculty of Commerce and Administration is pleased to report that all chairs will be full at this year's edition of the Awards of Distinction luncheon, to be held tomorrow at Le Centre Sheraton Hotel. A total of 440 from the Faculty and the business sector will attend the event, which honours four outstanding Montrealers.

The distinguished members of the Montréal business community who will receive the award this year are Harold Greenberg, Henriette Lanctôt, L. Jacques Ménard, and Emanuele (Lino) Saputo.

Madeleine Saint-Jacques, President of the advertising agency Young & Rubicam Montréal, a previous award recipient, will be the guest speaker at the luncheon.

—BB

To: All part-time faculty
From: Professional Development Committee

Article 17 of the Collective Agreement established the Professional Development Fund to assist part-time faculty members in their pursuit of research, study, and other scholarly or professional or artistic activities, particularly as they enhance teaching quality. All part-time faculty members with more than 24 credits of seniority who are not on leave are reminded that they are eligible to apply for funding.

The deadline for the first distribution of monies from the Fund in 1993-94 is Monday, November 15th, 1993. Applications (four copies) should be submitted to the Professional Development Committee at the CUPFA office (2150 Bishop Street, Annex K-310) by this date.

Before applying, please consult the information sheet available (in English or French) from the CUPFA office (848-3691) and the guidelines included in the latest CUPFA News.

Bill 102 means pay cuts for Concordia employees

The Québec government's Bill 102, aimed at reducing costs, requires all public bodies, including universities, to reduce its employees' pay by 1 per cent during the period October 1, 1993 to March 31, 1994. The reduction takes the form of 2.6 unpaid days, and a further reduction of 60 per cent of one day's pay for a statutory holiday.

In a memo issued October 29 to Concordia's senior administrators and department heads, Director of Human Resources Susan O'Reilly outlined how the University will implement the law.

On Friday, December 24, the University will be closed as planned. The pay of all University employees will be reduced by 60 per cent of one day's pay in the pay period ending December 24, 1993.

On Monday, January 3, the University will also be closed, and the pay of all employees will be reduced by the equivalent of one day's pay in the pay period ending January 7.

On Thursday, February 24 (the Rector's Holiday is Friday, February 25), the University will be closed, and the pay of all employees will be reduced by the equivalent of one day's pay in the pay period ending March 4.

O'Reilly added in her memo that as provided for by Bill 102, the University is prepared to negotiate "a different mode of implementation that will have the same effect" with employees' unions and associations until November 15. An announcement is promised for November 16.

—BB

Recycle your batteries

Old batteries are responsible for the dispersion of toxic heavy metals like nickel, cadmium, mercury and zinc.

Concordia's Recycling Committee, in association with the Book-

stores, is now recycling old batteries.

All you have to do is bring them to the nearest Concordia bookstore, and in return, you will get a 10 percent discount on the purchase of new batteries.

Blade Runners: The hockey game



Steve Tamas, in heavy traffic, clears the puck from the front of the crease. John O'Hanley, Senior Buyer in Purchasing Services, had his boys of winter on the ice at the Loyola Arena last Friday for a friendly but hotly contested hockey game. Twenty-eight players from Physical Plant, Treasury, Distribution Services, Continuing Education, Purchasing, Bookstore, Computing Services, Mail Services and even Public Relations participated. Special thanks to coaches Alex Lawrie and Jennifer Moore, Phil O'Doherty and Tanya Lovegrove for the after-game wine-down at the Faculty Club, Julie Healy and Les Lawton from Athletics and the fans who didn't laugh too loudly.

Look out for these women



PHOTO: ANDREW SOONG

Rugby is a rugged game, and Concordia's women's team has had a perfect, no-loss season — ever since a final game in 1991. The women's hockey team had a great weekend, with two wins and a tie in three straight days. And the women's basketball team, which recently won a tournament at the University of Waterloo, will play host to teams from seven other universities this weekend at the annual Concordia Classic Basketball Tournament.

Only 3 more issues of CTR left before the holidays.
Nov. 18, Nov. 25 and Dec. 2

Student association may pursue fraud charges

Detailed audit should clear up fuzzy financial picture: CUSA co-president

Saying the current audit of CUSA's 1991-92 books leaves too many questions unanswered, the student association's Board of Directors has launched a detailed audit of the CUSA's 1991-92 books.

In a statement to the Board of Directors at a special meeting on Nov. 1, CUSA co-presidents Lana Grimes and Philip Dalton said that "the financial picture presented by the audit leaves too much activity unaccounted for, and does not permit this Board to operate with a clean slate."

Grimes said in an interview that a detailed internal audit is the best path for CUSA to pursue. An external, forensic audit would have been too costly, she said.

"Students want us to establish where every penny went, but they

don't want to lay out the cash for a forensic audit," Grimes said. "It's the only way we can possibly proceed with this matter."

A detailed audit can also shed light on whether any fraud was committed. The current audited statements don't give the Montréal Urban Community police enough evidence to launch a fraud investigation.

The audit, under the supervision of Arthur Andersen & Co., will be conducted by a task force made up mainly of students from the Sparklers Club, which represents seniors studying at Concordia. The members of the task force, she said, are retired people with expertise in this field, and the service is free.

Work has also begun on constructing the association's 1992-93 books.

—MO

Concordia's Thursday Report (CTR) is the community newspaper of Concordia University, serving faculty, students, staff and administration on the University's two campuses, downtown at the Sir George Williams Campus and in the west end at the Loyola Campus. Published by the Public Relations Department, the newspaper reports on Concordia news and research, and contains the most comprehensive listing of on-campus events available in the University media.

There is no charge for listings published in *The Back Page*, *At a Glance* and *Names in the News* columns.

Display ads for the Concordia community cost \$.25 per agate line. It is best to reserve space well in advance. The final deadline is Monday at 5:00 p.m., 10 days prior to publication.

The Editor of CTR and the Director of Public Relations reserve the right to make final decisions as to what is included in the newspaper.

Free internal ads/items

The free listings service (*The Back Page*) is available to all members of the Concordia community to publicize lectures, seminars, services and community events. All listings must be received in writing by the Public Relations Department (BC-115 / 1463 Bishop) by Thursday at 5 p.m., a week before publication.

Items accepted for consideration in *At a Glance* and *Names in the News* can be submitted at any time, but CTR may hold the material for any length of time before publication.

Ads of University-wide importance must be placed through Concordia's Marketing Communications Department (848-4822) and booked two weeks prior to the publication date requested. (For example: ads for search committees, review committees, deadlines for graduation, convocations and medal nominations.)

Paid internal community ads

These are items which can be easily slotted into *The Back Page* categories, but for which a display ad has been requested. The unit will be charged regular ad rates. Ads must be booked through Marketing Communications (848-4822) two weeks prior to the publication date requested.

Free external community ads

These are ads accepted only from non-profit organizations. They are published at the editor's discretion and are dependent on space availability.

Paid external community ads

In order to give the internal community maximum access to the limited space in CTR, paid external ads are no longer being accepted.

Classified ads

Classified ads are accepted from both internal and external community members at a cost of \$5 for the first 10 words, and \$0.10 for each additional word. Ads may be placed by telephone or fax, but must be paid in person in cash or by cheque. Classified ads must be received by the Public Relations Department (BC-115/1463 Bishop St.) by Friday noon, a week prior to publication.

Letters to the Editor

Letters to the Editor are published at the Editor's discretion. They must be signed, include a phone number, and be delivered to the CTR office (BC-117/1463 Bishop St.) in person, by fax (514 / 848-2814) or mail by 9 a.m. on the Friday prior to publication. If at all possible, please submit the text on computer diskette. Limit your letter to 500 words. The Editor reserves the right to edit for space considerations, although the utmost care will be taken to preserve the core of the writer's argument.

Whenever time allows, the writer may be contacted by phone or mail to rework the letter, with an explanation why it was not accepted.

Letters disparaging the behaviour or decisions taken by an individual which are not of a public nature, letters quoting exchanges between two or more parties in private conversation or personal correspondence, or letters venting an opinion about the integrity of colleagues, will not be published.

Demographics

Full- and part-time faculty ..2,100
Undergraduate students22,500
Graduate students3,400
Full- and part-time staff1,300

Circulation

CTR's 8,000 copies are distributed in key locations on both campuses. The newspaper is also mailed to local and national media, government agencies, business people and institutions of higher learning across Canada.

Public Relations Department

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SGW BC-117
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Petro Canada's contribution honoured



Petro Canada's President and CEO, James Stanford, and Public Affairs Manager (Eastern Region) Jacques Viau were on hand for the presentation of a plaque acknowledging the company's contribution to the Campaign for Concordia 1983-88. Petro Canada's donation was used mainly for the construction of the J.W. McConnell Building, the expansion of the Vanier Library, and to establish the Gunter Brink/Petro-Canada Scholarship in honour of the retired Dean of the Faculty of Commerce and Administration. Pictured from left to right are: Rector Patrick Kenniff, Sam Kalb (Library), James Stanford and Jacques Viau.



Plaque recognizes gift from Jonathan, Susan Wener

Concordia unveiled a plaque recently honouring the contributions of Jonathan and Susan Wener. Chairman of Canderel Limited, Wener graduated from Sir George Williams University in 1971 with a Bachelor of Commerce. He received an Award of Distinction from the Faculty of Commerce and Administration.

• Drama continued from page 1

And standards are tough. Snow, a U.S. citizen who came to Concordia two years ago, got his license in the U.S. in 1989 only after completing a doctorate in theatre and psychology, 500 hours of direct theatre experience, 300 hours of internship with a registered drama therapist, plus 1,000 hours of paid experience as a drama therapist.

Snow credited the rigorous training requirements to the psychiatric profession's unfamiliarity with

drama therapy. "They want to make sure things are up to snuff," he said.

Sonia Garbaria-McKay is all too familiar with the problem of convincing people that drama therapy is a legitimate profession. A graduate of Concordia's DINE programme, Garbaria-McKay got a grant from the Québec government to complete a one-year drama therapy programme at the University of Hertfordshire in England last year.

She spent a lot of time trying to convince the government that drama therapy would "enhance Québec

culture." Now a licensed drama therapist, Garbaria-McKay is back in Canada, but job prospects are dim. "People are closed-minded," she said. "They think, 'Drama therapy? Oh, that must be for children.'"

With Snow, Garbaria-McKay, and Associate Vice-Rector Academic Barbara MacKay (a former co-ordinator of the DINE) representing about one-third of the licensed drama therapists in Canada, Concordia seems fertile ground to sow the seeds of a drama therapy programme.

The BACK Page

Events, notices and classified ads must reach the Public Relations Department (BC-115) in writing no later than Thursday, 5 p.m. the week prior to the Thursday publication. For more information, please contact Kevin Leduc at 848-4881 or by FAX at 848-2814.

NOVEMBER 11 • NOVEMBER 18

Alumni Activities

SGW Alumni Bowl-A-Thon

Saturday, November 13

Help raise scholarship funds for Concordia students. 1 p.m., Paré Lanes, 5250 Paré. In teams of five players, each bowler will be asked to raise \$25. for a total of \$125 minimum per team. Call 848-3823 for more information.

Art Gallery

The Leonard and Bina Ellen Art Gallery is located at 1400 de Maisonneuve Blvd. W. Information: 848-4750.

November 11 to December 16

Faculty Exhibition: Concordia University Faculty of Fine Arts. Time: Monday - Friday from 11 a.m. - 8 p.m. and Saturday from 11 a.m. - 5 p.m.

Campus Ministry

The Spirit of Christmas Fund

Raising Drive

The campaign runs through November and December and funds raised are used to assist students year round. Tax receipts can be provided for donations of \$10 or more. Cheques should be made out to Concordia University - Spirit of Christmas Fund, and must have your name and address printed on them.

Co-op Kitchen

Students on a tight budget can join Peer Helpers and Campus Ministry in the preparation of an inexpensive, nutritious meal. Participants will share a meal together and take home two more. The cost will be approximately \$10 each. For information, call Campus Ministry (848-3585 or 848-3586) or Peer Helpers (848-2859).

Multi-Faith Dialogue

Students meet Tuesdays for a lunchtime discussion designed to promote understanding and dialogue between members of various faiths. The group will meet in Annex T-305 (The Graduate Students Lounge) at noon. Beginning November 16th lunch will be provided by GSA so participants are asked to call and let us know if they are coming at 848-7900.

Christian Meditation

The practice of Christian Meditation as contemplative prayer takes place every Tuesday at 12:45 p.m. (following the noon mass) in the Loyola Chapel. Twenty minutes of meditation follow a short taped talk (15 minutes) by Dom John Main OSB. (Polly Schofield 481-8746)

"Soul Food" Experience

Students gather together Tuesdays to reflect on the spiritual dimension in their life, their faith and their quest and to meditate on the scriptures. (Bob Nagy 848-3587/Michelina Bertone SSA 848-3591) Loyola: Annex WF: 2496 West Broadway. Time: 3:30-4:45 p.m., SGW: Annex Z, Rm 02, 2090 Mackay St. 12-1:15 pm

Women's Spirituality Circle

Women who want to share in exploration of their spirituality through reflection, ritual, readings, discussions are invited to gather on Tuesdays 11:30 a.m. - 1 p.m. The group decides the direction of the sessions, drawing upon our own experiences and resources. Location: Annex Z Rm 105 (Daryl Ross 848-3585).

Canticle to the Cosmos

A video and discussion on cosmology, ecology and spirituality, utilizing the video series by physicist Brian Swimme. Tuesdays from 2:30 - 4 p.m., Annex Z, 2090 Mackay St., Rm 105. (Daryl Ross 848-3585)

Meditation: A Tool for Self Knowledge

Relaxing and centering; quieting and concentrating the mind; attuning to the body-mind-soul connection. The sessions draw upon various traditions and each includes a "quiet sitting" Thursdays 1:15 - 2:45 p.m., Annex Z - RM 105, (Daryl Ross 848-3585)

Ultimate Questions

This discussion series will be led by Peter Macaskill on Mondays and Thursdays, at 11 a.m. in Annex Z - 2090 Mackay St. All are welcome. Call Rev. Peter Macaskill 684-2393/426-1658

Concordia Concert Hall Listings

November 11, 12, 13

Electroacoustic concert series. Time: 8 p.m. Location: 7141 Sherbrooke St. W. Métro Vendôme - Autobus 105. Information: 848-4718.

Saturday, November 20

Violin and Cello. Students of Yuli and Eleanora Turovsky. Time: 8 p.m. Location: 7141 Sherbrooke St. W. Métro Vendôme - Autobus 105. Information: 848-4718.

Counselling and Development

Adult Children of Alcoholics

Examine the role alcohol has played in the life of you and your family and begin the work toward recovery. Preliminary interviews for membership in this group are still taking place. Group leaders: Dorothy Plummer, MEd and Anne Thériault, MEd. Phone 848-3555 for details.

Stress Management

Examine your life stresses and develop techniques which provide an antidote to stress and lead to a healthier lifestyle. Membership in group is limited and will be determined through a preliminary interview. Two-day workshop: Nov. 13 and 14, 1993, from 9 a.m. to 5 p.m. at LOY WC-101, 848-3555. Group leaders: Dorothy Plummer, MEd and Anne Thériault, MEd.

CPR Courses

Contact Donna Fasciano, at 848-4355

BLS Refresher Course

Four to six hours for life: This course is offered to people certified in the Basic Cardio Life Support Course, who want to renew their certification and update their knowledge.

CPR Heartsaver Course

Four hours for life: This course includes rescue breathing, one-person rescuer CPR, and management of the obstructed airway.

Film

The Loyola Film Series

Admission: FREE. Location: F.C. Smith Auditorium, Concordia University Loyola Campus, 7141 Sherbrooke St. W. Information: 848-3878.

Thursday, November 11

Victor Sjöstrom at 7:30 p.m., plus excerpts.

Wednesday, November 17

Autumn Sonata (1978) Ingmar Bergman at 7 p.m.; Hip Hip Hurrah (1987) Kjell Grede at 8:55 p.m.

Conservatoire D'Art

Cinématographique de Montréal Cinéma J.A. DeSève, 1400 de Maisonneuve Blvd. W., Concordia University (Métro Guy-Concordia). Admission: \$3.

Friday, November 12

Harry Munter (1969) Kjell Grede at 7 p.m.; Because you are a woman (1990) Kim Yu-jin at 9 p.m.

Saturday, November 13

To Stop the River (1984) Im Kwon-taek at 7 p.m.; Hugo and Josephine (1967) Kjell Grede at 9:15 p.m.

Sunday, November 14

Hip Hip Hurrah (1987) Kjell Grede at 7 p.m.; Three-Star Brothers (1977) Kim Ki at 9 p.m.

Monday, November 15

Les Bonnes Femmes (1960) Claude Chabrol at 8:30 p.m.

Tuesday, November 16

Huis Clos (1954) Jacqueline Audry at 7 p.m.; Amarcord (1973) Federico Fellini at 9 p.m.

Wednesday, November 17

La Strada (1954) Federico Fellini at 7 p.m.; The Cat and the Canary (1927) Paul Leni at 9 p.m.

Thursday, November 18

Nights of Cabiria (1957) Federico Fellini at 7 p.m.; Adada (1987) Im Kwon-taek at 9 p.m.

Find out how to get media coverage for your organization and its activities.

Leader: Helena Katz. Time: 9:30 a.m. - 4 p.m. Cost: \$53.50. Location: Loyola Campus, 7141 Sherbrooke St. W. Information: 848-4955.

Lectures and Seminars

The Karl Polanyi Institute

Thursday, November 11

Michele Cangiani, Department of History, University of Venice, Italy on "Chronicle of the Great Transformation." Time: 6 - 8 p.m. Location: School of Community and Public Affairs, 2149 Mackay St., Basement Lounge. 848-2575.

Thursdays at Lonergan

Thursday, November 11

Filippo Salvatore, PhD, Department of Modern Languages and Linguistics and Lonergan Fellow, Part I of a two-part series on Umberto Eco: "The Name of the Rose from the Novel of the Film" Time: 3:30 p.m. - 5 p.m. Location: (7302 Sherbrooke St. W.) Coffee available from 3:15 p.m. Information: 848-2280.

K-Information Centre of Montréal

Friday, November 12

Krishnamurti Video Tape presentation on "What is the Intelligence which brings order and peace?" Time: 8 p.m. Location: H-420, 1455 de Maisonneuve Blvd. W. Information: 937-886, en français: 598-5339. Free Admission, donations.

Département d'études françaises

Lundi, le 15 novembre

Jean Orizet, poète, auteur d'une quinzaine d'ouvrage de prose et de poésie. La conférence aura lieu de 18 h à 20 h. dans la salle H-411, 1455 Boul. de Maisonneuve o. Bienvenue à tous.

Alain Nadaud, auteur de "Malaise dans la Littérature." De 12 h à 14 h au salon de l'Institut Simone de Beauvoir, situé au 2170, rue Bishop. Bienvenue à tous.

Concordia Council on First Nations Education

Monday, November 15

Dr. Beatrice Medicine on "Native Women and the Development of native Society." Time: 10 a.m. - noon. H-459, 1455 de Maisonneuve Blvd. W. 848-7327.

Sociology and Anthropology

Tuesday, November 16

"On the Stroll: Perspectives and Implications of field work among Prostitutes." Introduction by Professor Frances M. Shaver, with the participation of Julia Vickers, Jane LeBrun, Nadine Perkins, Trent Newmeyer and Mary Perri. Time: 4 - 6 p.m. Location: H-415, 1455 de Maisonneuve Blvd. W.

Department of English

Wednesday, November 17

Montréal poet Erin Mouré will read from her work *Furious*. Time: 8:30 p.m. Location: H-762, 1455 de Maisonneuve Blvd. W. Admission is free. 848-2320.

Liberal Arts College

Thursday, November 18

Professor James F. Knapp, University of Pittsburgh on "Resistance to the Modern: W.B. Yeats and J.M. Synge." Time: 8:30 p.m. Location: GM-407, 1550 de Maisonneuve Blvd. W. Free admission. Call 848-2565.

Thursdays at Lonergan

Thursday, November 18

Filippo Salvatore, PhD, Department of Modern Languages and Linguistics and Lonergan Fellow, Part II of a two-part series on Umberto Eco : "A computer's prank leads to murder: Umberto Eco's *Foucault's Pendulum*." Time: 3:30 p.m. - 5 p.m. Location: (7302 Sherbrooke St. W.) Coffee available from 3:15 p.m. Information: 848-2280.

Action Self-Defense Course
November 13 & 14
This course for women focuses on what you can do, not what you can't do! Time: 9:30 a.m. - 4:30 p.m. Location: AD-131, 7141 Sherbrooke St. W. Reduced fees for students and staff. Space is limited, so call now! 848-7431.

The Sparklers of Concordia

Thursday, November 18

Professor John Hill, PhD, History Department, Concordia University presents "Hong Kong 1997." Time: 2:30 p.m. Location: H-619, 1455 de Maisonneuve Blvd. W. Everyone is welcome. 848-7422.

Concordia Irish Lecture Series

Thursday, November 18

Dr. Angela Bourke, University College, Dublin on "Science, Feminism and Poetry in Contemporary Ireland." Time: 8 p.m. Location: H-767, 1455 de Maisonneuve Blvd. W. Admission is free. Information: 848-2435.

Master of Science in Administration

Tuesday, November 23

The MSc Information Session will be at 5:30 p.m. in GM-403-2, 1455 de Maisonneuve Blvd. W. 848-2711 to reserve.

Notices

Graduating?

All students completing Certificate, Degree or Diploma requirements during the Fall 1993 or Winter 1994 sessions who therefore expect to graduate next Spring must apply to do so by January 15th, 1994. Spring 1994 Graduation application forms are available at the Student Service Centre on each campus. Loyola: AD-211 or SGW: LB-185. Students who do not apply by January 15th will not graduate next Spring.

Mite Avista

Amiga Workshops H-333, every Wednesday several workshops are offered. i.e. Mite Morph-Lab Intro H-8 editing demo and others. Drop by to sign up. \$5 - \$7.

Unclassified

Wallet Found

S. Rutkowski please call Mrs. Doyon at 271-4528.

Typing/Word Processing

CVs, editing, graphics. On campus: T-202, 2030 Mackay St. 848-7900. Reasonable rates.

Room for Rent

Room in Academic Home. Furnished, close to Loyola Campus. \$320. all included. 484-7676.

Women's Agenda

Starhawk Workshop Committee

Friday, November 12

Reclaiming the Sacred: a talk, discussion and magic with well-known feminist author Starhawk on the teachings of the Ancient Religion of the Goddess, followed by a screening of Donna Read's new film "Full Circle." Time: 7 p.m. Location: H-110, 1455 de Maisonneuve Blvd. W. Cost: \$10. Information: 274-0854.

November 13 & 14

Coming Home to the Goddess: A women's weekend workshop with witch and author Starhawk. Time: 10 a.m. - 5 p.m. Location: 3040 Sherbrooke St. W. Cost: \$175. Information: 274-085